

THE BISHOP OF WINCHESTER ACADEMY

Person Specification – Finance Director

Ethos

Essential

- Support the sponsors' vision, Christian Ethos and values that are embedded in the day-to-day and long-term running of the academy.
- Each post holder must share the commitment of the sponsors' principles and values of honesty, respect, hospitality, compassion, love, forgiveness, self-discipline, creativity and hope.
- All academy post-holders are expected to contribute to the development of young people and the community.

General

Essential

- An inspirational leader and strategist

Education, Training and Qualifications

Essential

- Qualified Accountant

Desirable

- Experience with regulatory requirements of the academy sector

Experience

Essential

- Significant experience working in a financial management position
- Relevant experience of leading a finance team
- Robust senior financial management and business skills
- Proven experience of regulatory frameworks that impact upon service delivery in organisations
- Proven track record of successful management of people, finance and other resources and of delivery of organisational change
- Experience of managing projects
- Experience of managing risk
- Experience of procurement and contract negotiations

Desirable

- Experience of support functions, including HR, ICT and Estates
- Experience of reporting to a variety of audiences, including presenting at board level
- Experience within an educational setting is highly desirable

Knowledge and Skills

Essential

- Excellent IT skills, including the ability to use Excel to a very high standard
- Excellent technical knowledge and experience of financial and management accounting, as well as accounting systems and processes
- Ability to collate and interpret financial and other information and to make informed judgements and decisions
- Strategic thinker, with strong, creative and analytical capabilities with capacity to provide high level input into key areas of the academy
- Ability to work flexibly to meet deadlines and respond to unplanned situations
- Significant understanding of charity, employment and planning legislation
- Good understanding of current developments and challenges in education
- Ability to maintain confidentiality, acting as a professional at all times
- to safeguard the welfare of children

Personal Qualities and Attributes

Essential

- ability to maintain and develop productive and long-term working relationships with all colleagues, including the Board of Governors
- Good verbal and written skills
- Excellent communication, influencing and negotiation skills
- Enabling style of people management
- Proven ability to motivate, enthuse and drive forward individuals and team to achieve high performance
- Drive, tenacity, energy and with an appetite for hard work
- Able to demonstrate honesty and integrity
- A demonstrable commitment to supporting the development of others
- Commitment to academy policies and objectives