

Job Description

Job Title: Lead Finance Partner

Accountable to: Senior or Lead Finance Partner

Base: EPM Offices

The Company

We are an award-winning and accredited education services business with over 30 years of expertise and are delighted to have recently won the 'Payroll & HR Provider' Award 2020 from The Rewards for the third consecutive year and the 'Education Business Services' Award from the Education Investor Global UK Awards 2020.

We are 100% dedicated to education and our expert team of over 275 highly qualified employees support more than 2,350 Schools and Trusts nationwide.

Technology is key to our business; however, people are at the heart of what we do. Our culture is unique and built upon the motivation and passion of our team. We encourage our employees to flourish and unleash their talent by building their confidence and providing them with the opportunities and support to empower them and realise their full potential. By delivering the best for our employees, we empower them to deliver the best for our customers. This approach has made our outstanding customer retention rate possible.

EPM's performance in the market has been and continues to be, exceptional, resulting in significant growth year after year. Our success can be attributed to our proactive, forward-thinking approach and passionate team. Our strategy is people and customers first with continual growth across the education sector.

Purpose of the Job

As Lead Finance Partner you will provide high quality finance advisory services to our schools and academies. In time, you will oversee a team of Finance Partners, leading by example and coaching the team through continuous improvement. You will be responsible for ensuring the finance function proactively supports the best interests of the schools and academies to achieve their objectives.

The ideal candidate will be a qualified accountant and/or be able to demonstrate significant knowledge and experience in delivering robust financial budgets and forecasting within a complex and changing environment within the education sector.

Main Responsibilities/Duties of the Job

Company Responsibilities

- Lead, proactively manage and influence your team to deliver KPI's and business results.
- Coach and support the team to ensure they are as efficient as possible and continuing to raise the quality of the service delivered to clients.
- As a Subject Matter Expert (SME), support the business with expert technical knowledge and expertise.
- To provide specialist hands on support and advice to CEO's, Headteachers, Finance Directors, Trustees/Directors and Governors in relation to a wide range of finance issues.
- To aid in the development of multi-year financial planning and monitoring, cash-flow management and the recording of fixed assets.
- To support clients with timely budget preparation, forecasting and monitoring.
- To ensure that each school's financial year is closed down in a timely and robust manner, and that the underlying records to support the final accounts are accurate.
- To produce financial reports and present these to Trust Boards and Governing Bodies.
- To be actively involved in the production of accurate, timely monthly management information.
- Supporting schools to ensure they have appropriate and effective financial systems in place in accordance with agreed policies and timetables.
- Supporting schools and academies in ensuring accurate financial records are maintained.
- Supporting schools and academies in ensuring that financial transactions in the school are carried out in an appropriate manner and that the financial regulations are observed, including all arrangements for VAT.
- Support schools and academies in procuring services and undertaking financial evaluations to secure value for money.
- Keep abreast of financial developments across the Educational Sector, notably in relation to the Academies Sector.
- To ensure that CEOs, Headteachers, Trustees/Directors, Governors and Staff receive effective and appropriate advice and support on all practical aspects of financial management.
- To be able to assist in the academy conversion process as part of a project team, providing relevant support with finance issues.
- To build up effective, collaborative, dynamic relationships with all our schools and academies.
- To actively seek out feedback to maintain positive relationships and professional credibility.
- To be responsible for your own work, with support and supervision, proactively dealing with your workload in a creative and flexible working environment.
- To work collaboratively with the HR, Governance and H&S arms of the team, to offer clients a seamless service.

Internal Broader Responsibilities

- Be a cultural leader, promoting EPM and Avec's vision and strategic objectives, wherever possible.
- To develop an understanding of varying policies and procedures within schools and academies, complying with their contents and raising concerns.
- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training.

Internal Team and Broader Responsibilities

- To develop an understanding of varying policies and procedures within schools and academies, complying with their contents and raising concerns.
- To maintain personal and professional development to meet the changing demands of the job, participate in appropriate training activities and encourage and support staff in their development and training.

Person Specification

| Job Title: Lead Finance Partner | |
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| Qualifications | |
| Essential | Desirable |
| CCAB Qualified accountant or AAT qualified with demonstrable education finance knowledge and experience. | School Resource Management Adviser accreditation |
| Experience, Skills and Abilities | |
| Essential | Desirable |
| Minimum of 4 years' experience in a similar finance role | Experienced leader who can build and develop a strong and successful finance team |
| Ability to coach & influence external partners | |
| Confidence in presenting financial information to non-finance audiences | |
| Experience of producing complex budgets and year-end accounting | |
| Proven experience in preparing and presenting financial information to senior leadership teams | |
| Proven experience of developing and implementing procedures to strengthen current practice | Strong commercial and business awareness |
| Experience working in a dynamic, fast paced and agile environment, working collaboratively and openly with others | |
| Excellent communication; both oral and written, with strong interpersonal skills | |
| Excellent IT skills (i.e. Excel, Outlook, Word) | |
| Ability to prioritise and work well under pressure to strict deadlines | |
| Able to demonstrate careful attention to detail and ability to check all work for accuracy and quality standards | |
| The ability to travel independently, with full driving licence and own transport. | |

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| Not barred from working in education settings or the subject of ongoing criminal or safeguarding investigations. | |
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