



Academies Trust

**Finance Manager
Co-op Academies Trust**



Salary: £46,359 - £53,570

Contract: Full time (37 hours), permanent

Start date: As soon as possible

Benefits include:

- 30 days annual leave, plus bank holidays
- Discounts on Co-op branded products
- Local government pension scheme
- Childcare vouchers
- Co-operative flexible benefits, including cycle to work
- Co-operative credit union
- Health-care cash-back scheme
- Discounted gym membership & leisure activities
- Season ticket & rental deposit loans

Closing date:

16 August 2019

Interviews: TBC

Applications must be on our application form which can be downloaded from either academy or Trust website:

<https://manchester.coopacademies.co.uk/vacancies/>

<https://www.coopacademies.co.uk/vacancies/>

OR

Co-op Academies Trust | X99 Postal | 10704 8th Floor | 1 Angel Square | Manchester | M60 0AG

Co-op Academies Trust aims to provide an outstanding education for all our learners, founded on co-operative values, at the heart of the community. It is responsible for twenty three academies in West Yorkshire, Greater Manchester, Staffordshire and Merseyside with the Co-op acting as the sponsor. There is the likelihood of significant further growth in the near future.

We are seeking a Finance Manager to join the Trust at this exciting time as we grow. This is a fantastic opportunity for someone with strong financial and technical experience to support the Regional Finance Director for their Hub. You would be based predominantly in two academies as a Finance Manager, but with opportunities to provide technical advice and expertise on financial and commercial matters within the Hub region.

As well as having the appropriate finance qualification you will have excellent leadership, communication and interpersonal skills. In addition you will have excellent organisational skills and will be able to build strong working relationships with, and influence the work of others, where there is no supervisory / management relationship. You will also be flexible, self-motivated & resilient.

For more information about the Trust, please visit our website

coopacademies.co.uk

Co-op Academies Trust as an aware employer is committed to safeguarding and protecting the welfare of children and vulnerable adults as its number one priority. This commitment to robust recruitment, selection and induction procedures extends to organisations and services linked to the Trust on its behalf. This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to co-operative values and principles.

Finance Manager

Salary - £46,359 - £53,570 (Permanent and full time)

PURPOSE OF ROLE

To provide support to the finance function of the Academy Trust. To assist with all aspects of development and effective operation of financial systems and procedures. To oversee academy budget setting and monitoring, departmental budget, costing activities and development of budget profiles.

Line Manager | Regional Finance Director

Location | This is a Trust role but will be predominantly based in two of the Trust's academies in North Manchester. There will be occasional travel outside of this and the opportunity to work as part of the wider Finance team within the Trust.

KEY ACCOUNTABILITIES (and specific duties/ responsibilities)

Financial Management

- Provide high quality financial advice and guidance Business Managers, budget holders and the Senior Leadership Team;
- Support the Regional Finance Director in the preparation and implementation of financial forecasts, business plans, reports and returns, etc., to ensure the strategic development of the Academy, and long term sustainability of the budget;
- Update, monitor and maintain the Academy's financial procedures and standing orders, ensuring staff comply with them and that they are compliant with the Trust's own policies and procedures, advising the Regional Finance Director and Principal of any potential breaches or non-compliance across the Academy;
- Conduct reviews and evaluations of cost reduction opportunities and regularly monitor the Academy's contracts and service level agreements to ensure value for money is achieved;
- Support the Regional Finance Director and Principal in monitoring all budgets and the productions of regular comprehensive management reports to ensure efficient and effective control of income and expenditure complying with Trust's financial regulations and public procurement regulations at all times;
- Support the Regional Finance Director to ensure that the finance systems reflect the latest accurate position, month-end close and finalisation of management reports are made in a timely and accurate manner;
- Development and delivery of the three year financial plan taking into account DCSF guidelines / funding and identifying additional sources of external revenue and funding;

PERFORMANCE MEASURES

- Delivery plans for financial policies, monitoring, reporting and procedures being developed and implemented;
- RFDL and Academies informed and effective communication and reporting in financial matters;
- Systems developed and being effectively used for reporting on financial data across the Trust;
- Effective communications to all relevant finance stakeholders takes place; and
- Ofsted inspection, ESFA and financial audits delivered – with positive feedback in relation to the Central Trust
- Effective day to day running of finance systems and other related processes and systems
- Effective and robust day to day routine and practice resulting in strong performance in internal and external audit

- Preparation of the annual budgets in accordance with the requirements of the Principal, Governing Body and the Trust;
- The above list is not exhaustive or exclusive. The role requires the post holder to be professional, co-operative and flexible in line with business needs of the Trust; and
- The post holder is required to undertake additional such duties as may be reasonably be expected within the scope and grading for the post.

Financial accounting and reporting

- Produce annual financial statements, prepare audit files and liaise with external and internal auditors;
- Produce accurate financial reports to tight deadlines, including the reconciliations necessary to support the monthly management accounts;
- Ensure the Academy remains compliant with VAT requirements, including monitoring the Academy's VAT status and ensuring that VAT returns are submitted in line with HMRC guidelines and those of the Trust;
- Observe month end procedures and contribute to their on-going development;
- Ensure that monthly payroll journals are processed in line with month end procedures;
- Ensure that the relevant accounting standards are appropriately applied in the production of the monthly and annual accounts;
- Attend and present financial management reports, budgets to Local Governing Body meetings (including Sub-committee meetings);
- Ensure accurate pension administration and be the link to GMPF and Teacher Pension schemes; and
- Monitor and update the Academy's fixed asset register, including additions, disposals, transfers and depreciation charges.

Treasury management

- Ensure that the Academies have a robust cash management strategy in place and that regular monitoring and forecasting of cash balances takes place;
- Oversee cash management systems, ensuring that internal controls covering the handling of cash are robust; and
- Oversight of the various aspects of treasury management across the academy.

Audit & Compliance

- Support the Regional Finance Director in the coordination of the external and internal audit teams, ensuring that all work is undertaken in order to meet Governance and statutory requirements (financial and other audits) ; and
- Ensure robust financial controls are in place within the Academy.

Payroll Operations

- Be available to support Academy based colleagues with the preparation, management and maintenance of the payroll function and hence provide an efficient and effective payroll service which is locally managed in order to meet the needs of the Academies;
- Be responsible for the required audits associated with payroll e.g. TPS audit;
- Ensure that all internal and external returns are made on time; and
- Ensure robust checks and reconciliations in place for making payroll run.

Leadership & Management

- Undertake, with complete discretion and in confidence, tasks as directed which may be of a sensitive and confidential nature as required by Senior Staff;
- Keep abreast of national and local funding changes and advise on the impact of these;
- Be responsible for the performance management of other staff
- Actively promote the Academy, Academy Trust and its services, and take a leading role where necessary and appropriate; and
- The post holder may be responsible for the line management of the finance staff within the academy, and to provide bespoke training to Trust finance administrators and others.
- Build relationships to support and update budget holders across the academies and advise on any finance-related matters

Commerciality

- Explore and exploit economies of scale afforded to us as part of the Trust;

Safeguarding, Equality & Diversity and Health & Safety

- To safeguard and promote the welfare of children for whom you have responsibility or come into contact with, to include adhering to all specified procedures;
- To carry out your duties with full regard to the Trust's Equality Policy and Race Equality Scheme; and

- To comply with Health and Safety policies, organisations statements and procedures, report any incidents/accidents/hazards and take pro-active approach to health and safety matters in order to protect both yourself and others.

Personal Attributes Required Based On Job Description

Attribute	Description	Essential	Desirable	How measured Application form (A) Interview (I)
Background & knowledge This should include experience, knowledge, skills, qualifications	Qualifications <ul style="list-style-type: none"> Degree level or equivalent Appropriate Professional Qualification (i.e. ACCA / CIMA) 	✓ ✓		A A
	Experience <ul style="list-style-type: none"> Minimum three years' experience in Senior Finance role, including two with line management responsibility Experience of operating within an education or service sector environment Experience of MAT or group accounting Experience of Integrated Accounting software procedures including business planning and investment appraisal software Line management experience including appraisals, staff development and training 	✓ ✓	✓ ✓	A/I A/I A/I A/I
	Skills, Ability & Knowledge <ul style="list-style-type: none"> Up to date knowledge of financial standards and legislation Excellent organisation and administrative skills Excellent leadership, communication (oral and written) and interpersonal skills Proven track record of 	✓ ✓	✓	A/I A/I A/I

	building strong personal relationships and credibility at senior level across all internal functions	✓		A/I
	Personal Qualities	✓		I
	● An innovative approach and high energy levels			I
	● Enthusiastic and action orientated			I
	● Commitment to team and strong team player			I
	● Strong commercial acumen and strategic thinking ability	✓		
	● Able to manage conflicting priorities and changing requirements in line with Co-operative values and principles.	✓		I
		✓		I
		✓		
		✓		

These duties are neither exclusive nor exhaustive, and the post holder will be required to undertake other duties and responsibilities, which the Academy Trust may determine.

Please note that the successful applicant will be required to comply with all Trust Policies.

This post is subject to an enhanced DBS check. We value variety and individual differences, and aim to create a culture, environment and practices at all levels which encompass acceptance, respect and inclusion. All our colleagues are expected to demonstrate a commitment to Co-operative values and principles.