

## JOB DESCRIPTION AND PERSON SPECIFICATION

<b><u>Job Title:</u></b> Finance Manager	<b><u>Grade:</u></b> G (points 20-24)										
<b><u>Role Profile:</u></b> Organisational Support											
<p><b><u>Overall Purpose of Job:</u></b></p> <p>As the Finance Manager, you will support the Head of Academy through the provision of financial support and information, directly or with the support of other members of the administration team. You will ensure the academy's financial management is sound and procedures are adhered to with relevant reports submitted to the central Delta finance department in accordance with deadlines.</p>											
<p><b><u>Category of Academy/School:</u></b></p> <table style="width: 100%; border: none;"> <tr> <td style="width: 35%;">Age range:</td> <td>Primary (large)</td> </tr> <tr> <td>Form Entry:</td> <td>Two or three form entry</td> </tr> <tr> <td>Number of students on roll:</td> <td>420-600</td> </tr> <tr> <td>Multiple sites:</td> <td>Possible</td> </tr> <tr> <td>Sixth form/Through school provision:</td> <td>No</td> </tr> </table>		Age range:	Primary (large)	Form Entry:	Two or three form entry	Number of students on roll:	420-600	Multiple sites:	Possible	Sixth form/Through school provision:	No
Age range:	Primary (large)										
Form Entry:	Two or three form entry										
Number of students on roll:	420-600										
Multiple sites:	Possible										
Sixth form/Through school provision:	No										
<p><b><u>Main Responsibilities:</u></b></p> <ol style="list-style-type: none"> <li>1. You will liaise and work with the Trust to undertake relevant administration at the academy, advising as appropriate to both management and staff of best practice and procedure to be followed</li> <li>2. You will improve the efficiency of the academy facilities and communication, advising the Academy Advisory Body (AAB) and Senior Management Team (SLT) as appropriate</li> <li>3. You will manage the processing of orders, invoices and payment for goods and services, using the Trust's chosen finance software</li> <li>4. You will ensure purchase order and/or invoice related queries are dealt with speedily and effectively and are appropriately authorised</li> <li>5. You will check financial transactions to ensure that correct procedures are adhered to</li> <li>6. You will assist in ensuring effective procurement practice and ensuring best value principles are met</li> <li>7. You will obtain quotes for goods and services where necessary and in line with the Trust tender process where applicable</li> <li>8. You will regularly review service level agreements (SLAs) and contracts to ensure best value and value for money</li> <li>9. You will ensure all orders are delivered in the agreed timescales, deliveries match with the orders placed and any discrepancies are queried with the supplier in a timely fashion</li> <li>10. You will update and maintain the asset register for the academy in accordance with the Trust's financial procedures</li> <li>11. You will maintain appropriate filing systems to fulfil audit requirements</li> <li>12. You will manage the daily running of the Petty Cash account, issuing cheques and handling cash</li> <li>13. You will ensure procedures are followed in collecting, receipting and banking all monies received</li> <li>14. You will raise sales invoices, in particular for lettings and receipt payments</li> <li>15. You will be responsible for banking of funds received in the academy</li> <li>16. You will process cashbook payments and receipts on the Trust's chosen financial system</li> <li>17. You will produce monthly management accounts including bank, purchase ledger and sales ledger reconciliations</li> <li>18. You will produce monthly variance analysis of actuals to budget</li> <li>19. You will develop 5-year forecasts using HCSS in conjunction with the central Delta finance team</li> <li>20. You will ensure all staff in the academy adhere to financial regulations</li> <li>21. You will liaise with budget holders in the academy and provide advice where required</li> </ol>											

22. You will check monthly payroll reports and report any discrepancies
23. You will complete payroll returns for casual, supply and overtime hours
24. You will prompt SLT with the dates for review of policies, update hard copies and the academy online policy folder
25. You will monitor academy trips/visits ensuring they are self-funding
26. You will work with the Trust's Facilities Manager on planned maintenance projects and agree a schedule ensuring value for money, including submitting bids for Capital Funding to the Trust
27. You will liaise with the Head of Academy regarding recruitment activity to ensure a financial review is completed prior to ELT submission demonstrating financial impact of request on budgets
28. You will liaise with the Head of Academy to ensure all employee records are kept up to date including changes to personal details, contract changes, salaries, leaver notifications, etc. and that the central payroll department are informed in a timely fashion
29. You will liaise with the Head of Academy to ensure all employee sickness records are accurate and appropriate paperwork submitted to the central payroll department are informed in a timely fashion
30. You will maintain the Academy's Single Central Record (SCR) and ensure all relevant pre-employment checks are completed and recorded appropriately for staff
31. You will liaise with the Trust's HR Team to support HR processes within the academy, ensuring that processes are adhered to and accurate minutes are taken at meetings.
32. You will manage contractors working on site, including catering/cleaning where appropriate
33. You will manage academy lettings
34. You will line manage the Finance Administrator
35. You will line manage support staff members within facilities teams (e.g., site, catering and cleaning)
36. You will report on catering income and expenditure on a monthly basis to ensure breakeven/surplus position
37. You will be responsible for site management, including line management of Site Supervisory staff and Health and Safety
38. You will oversee the Trust's H&S online system to ensure effective management of premises, compliance, contracts, procurement and suppliers (Every)

### **General**

39. You will be aware of and comply with policies and procedures relating to child protection, inclusion, health, safety and security, confidentiality and data protection, reporting all concerns to an appropriate person without delay
40. You will participate in training and other learning activities and performance development as required
41. You will ensure you carry out your role in a way that demands high standards whilst supporting inclusion and welcoming diverse thinking
42. You will ensure strict confidentiality in all areas of work
43. You will work and process personal and sensitive information in accordance with the Data Protection Act 2018 and the UK General Data Protection Regulations (UK GDPR)
44. You will ensure work is conducted in a way that protects the safety and security of information (e.g., strong passwords, reporting breaches, securing paper records, securely disposing of records)
45. You will understand and comply with the statutory guidance regarding safeguarding of children, always ensuring the safeguarding and promotion of children's welfare, reporting any concerns to the Designated Safeguarding Officer at once
46. You will always comply with the Trust's policies and procedures
47. You will undertake other reasonable duties (with competence and experience) as requested, in accordance with the changing needs of the organisation

### **KNOWLEDGE, SKILLS & EXPERIENCE**

#### **Essential**

- AAT qualified (C)
- NVQ Level 3 or equivalent qualification (C)
- GCSE Grade A\*-C or equivalent in both English and Maths (C)
- Experience of using accounts and budgetary software (A, I, R)
- Knowledge of best value and financial regulations (A, I, R)
- Experience of using Excel/Word (A, I)

- Experience working in a busy finance department (A, R)
- Experience of cash handling (A, R)
- Ability to form and maintain appropriate and effective relationships with others (R)
- Excellent numeracy and literacy skills (I)
- Good ICT skills (I, R)
- Excellent presentation skills (A, I, R)
- Ability to communicate effectively with all stakeholders (I, R)
- Motivation to support staff in achieving the best outcomes for children and young people by advising on appropriate allocation of financial resources (I)

#### **Desirable**

- Understanding of the Academy Financial Handbook (A, I, R)
- Experience of working in finance within an education setting (A, R)
- Experiencing of line managing people (A, R)
- Experience of office administration (A, R)
- Knowledge of safeguarding children and young people (A, I, R)

Key: C – Certificate; A – Application Form; I – Interview; R - Reference

#### **BEHAVIOURS**

- Organised
- Flexible
- Reliable
- Trustworthy
- Attention to detail
- Clear communicator
- Proactive

#### **CONTACTS AND RELATIONSHIPS:**

**Managers** - in daily contact with senior leaders/Principal within the academy

**Support Staff** – in daily contact with support staff who are involved in finance, administration, cleaning, catering, site supervision and health and safety.

**Trust Staff** – in regular contact with Trust staff within finance, facilities, and human resources.

**External** – in regular contact with suppliers, contractors as required.

#### **Note:**

This job description is provided for guidance only and does not form part of the contract of employment.

The post holder will be subject to an enhanced DBS check.