

E-ACT

OPENING MINDS,
OPENING DOORS

DO YOU THINK BIG?

Chief Financial Officer
Information Pack





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WELCOME

Thank you for your interest in the role of Chief Financial Officer at E-ACT. This is an exceptional opportunity to join one of England's most ambitious and forward-looking multi-academy trusts at a pivotal moment in our journey.



Tom Campbell
CEO

ABOUT E-ACT

E-ACT is a multi-academy trust of 37 academies serving over 26,000 pupils across eight Department for Education regions in England. We are one of the largest and most geographically diverse trusts in the country, operating in communities where our schools are often the single most important institution in the lives of the children and families we serve. Our Board is chaired by Lord Jim Knight, and we are proud to be recognised as a system leader through our RISE Attendance and Behaviour Hubs, EYFS Network and our soon to be launched SCITT teacher training provision.

Over recent years, we have grown from 28 to 37 academies and undergone a significant organisational transformation. Our trust has moved from a period of stabilisation to one of strategic ambition, and we are now firmly focused on growth, impact, and long-term sustainability.

OUR STRATEGY: THRIVE

Our strategic vision is encapsulated in our Thrive strategy, which is built on the conviction that every child in an E-ACT academy should have the opportunity to thrive, regardless of their starting point or background. We are unapologetically focused on social mobility and on closing the gaps that hold back our most disadvantaged pupils.

Thrive is delivered through several interconnected strategic pillars:

Educational Excellence. Relentless focus on teaching quality, curriculum, and outcomes for all pupils, with particular attention to those who are disadvantaged or have special educational needs.

Growth and Partnerships. Targeted, responsible growth through the acquisition of schools that share our values, alongside strategic partnerships with other system leaders. We are actively pursuing further expansion opportunities.

Innovation and Technology. We are seeking to become a sector leader in the adoption of artificial intelligence and digital technology in education. Our broader Digital Strategy commits a significant amount of our reserves over the next 3 years to help achieve this.

Sustainability. Our Climate Strategy commits the trust to achieving net-zero carbon emissions, one of the most ambitious targets in the academy sector.

People and Culture. Investing in our workforce, developing talent from within, and creating an organisational culture where colleagues feel valued, supported and empowered to do their best work.

OUR FINANCIAL POSITION

E-ACT is in a strong and improving financial position. Our audited 2024/25 accounts show an in-year surplus of £3.3 million, with reserves standing at 11.9% of recurring income and staff costs at approximately 75% of income.

These are sector-leading figures and reflect the careful stewardship of the outgoing CFO, Julie Lombardo, who is transitioning to the role of Deputy CEO.

The new CFO will inherit a well-managed financial operation with robust systems a track record of sound decision-making and a well-qualified, experienced team who welcome and embrace change, giving a solid base for the new CFO to identify and lead opportunities for further efficiency and value-add across their delegated functions.

The trust operates key financial and management information systems including IMP and IRIS Financials, and we benchmark rigorously against the sector through the DfE Academies Benchmark Report. We are committed to full compliance with the Academy Trust Handbook.

WHAT WE ARE LOOKING FOR

We are seeking an outstanding Chief Financial Officer who will be a true strategic partner to me and to the Board. This is not a role for someone who sees finance as merely a back-office function. We need a CFO who understands that every pound we steward ultimately exists to improve the life chances of children.

Specifically, we are looking for a leader who brings:

Strategic financial leadership. The ability to shape and drive the trust's financial strategy in the context of a complex, multi-site, multi-region organisation. You will play a central role in our growth ambitions, supporting due diligence on acquisitions and ensuring that expansion is financially sustainable.

Technical excellence. A professional CCAB accountancy qualification and deep experience in financial management, ideally within the education or public sector, you will oversee statutory accounts, audit, treasury and regulatory compliance, including adherence to the Academy Trust Handbook.

Commercial acumen. Experience of managing significant budgets, optimising resources, and identifying opportunities for efficiency and value. We need someone who can balance ambition with prudence and who is comfortable with the scrutiny that comes with managing public funds.

Digital fluency. A genuine understanding of how technology and data can transform financial operations. Given our investment in AI and digital infrastructure, we want a CFO who is excited by innovation and who will champion the use of technology across finance and operations.

Board-level credibility. The confidence and communication skills to present to and advise the Board of Trustees, the Finance Committee, and external stakeholders including the DfE, and auditors.

Values-driven leadership. Above all, we want someone who shares our mission. E-ACT exists to serve children and communities who are too often overlooked. Our CFO must be driven by the same sense of purpose that motivates everyone in our trust.

WHY JOIN E-ACT

This is a rare opportunity to join a trust that is genuinely going places. We have a clear strategy, a strong financial platform, and the ambition to be the highest-impact multi-academy trust in England. You will be joining a senior leadership team that is collaborative, driven, and deeply committed to the communities we serve. You will report directly to me and will be a key member of the Executive Team, with a seat at the table on every major strategic decision.

The education sector is at a moment of significant change, with the Government's Education White Paper Every Child Achieving and Thriving setting a new direction for schools and trusts. E-ACT is well-positioned to respond to this agenda, and the new CFO will play a vital role in ensuring we do so from a position of financial strength and strategic clarity.

I hope that what you read in this pack excites you as much as the work excites us every day. If you share our ambition and our values, I would be delighted to hear from you.

Yours faithfully,

Tom Campbell

Chief Executive Officer

E-ACT

Awards



CENTRAL LEADERSHIP TEAM



Tom Campbell
CEO



Julie Lombardo
Deputy CEO



Chief Financial Officer

- Audit
- Finance
- Payroll
- Procurement



Susie Babar
Chief People Officer

- Talent
- HR Services
- Professional Learning
- Communications



Peter Kirkbride
Chief Education Officer

- Primary and Secondary Education Leadership Teams
- SEND Leadership Team
- Inclusion



Martin Simpson
Chief Operating Officer

- Estates
- Operations
- IT Services



Ather Abbas
Director of Strategy and Transformation

- Thrive Strategy
- Artificial Intelligence
- Data



National Teams *AT A GLANCE*



National Offices

3

National Teams

7

Supporting

37

Academies

The Trust's national team plays a vital role in enabling excellence across our organisation by providing expert support in key functional areas:

Education - Finance - People - IT - Estates - Procurement - Governance

Working collaboratively with schools and national teams, they ensure strategic alignment, operational efficiency, and consistent delivery of high-quality services that empower our staff and enhance outcomes for our communities.

The teams within these areas are spread across the country and generally work a mixture of office, academy, and home-based working, offering flexibility while remaining closely connected to the needs of our schools.

Opening Minds, Opening Doors

Opening Minds, Opening Doors embodies our trust-wide strategy that empowers our academies to triumph.

We want to give our academies the best possible support and guidance, enabling them to provide an exceptional education that impacts on the achievements of our children and young people.

How do we do this?

Every day, all our colleagues demonstrate our three values:



THINK BIG

We dare to dream big. Pushing the boundaries to create extraordinary opportunities for our young people and staff alike.



DO THE RIGHT THING

We consistently make principled choices even when faced with adversity, guided by moral purpose that fuels impactful change.



SHOW TEAM SPIRIT

Together we foster a culture of collaboration to improve, support and progress, propelling us forward as a united force.

Our academies

We are proud to have **37 academies** across England that supports children and young people from the beginning of their education experience right up to sixth-form.



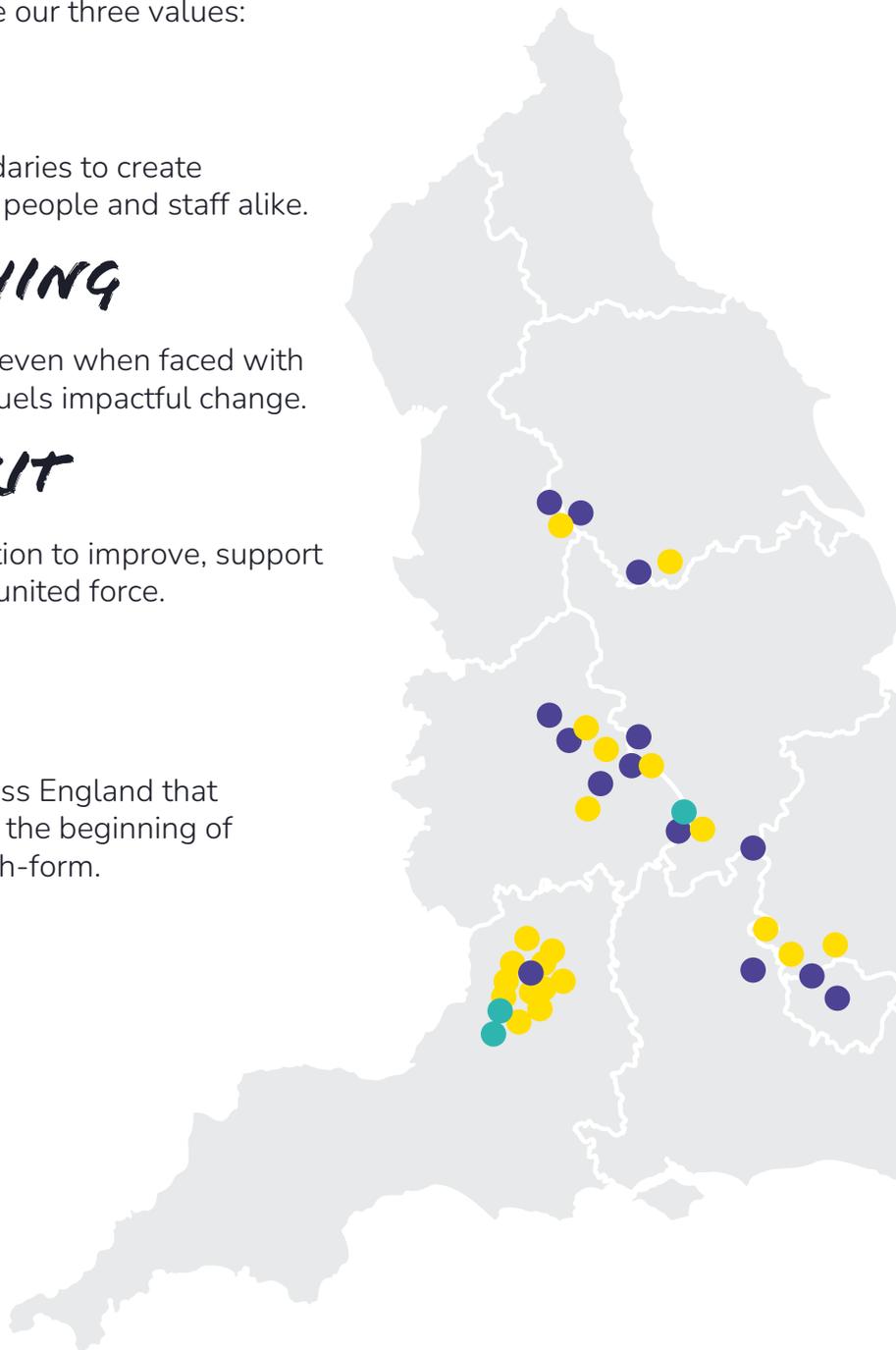
All-through Academies



Primary Academies



Secondary Academies



OUR PRIORITIES

To put it simply, we are on a very clear mission.

We believe that it's our duty and privilege to change lives of our young people across England. And to achieve this we need the very best people working with us.

Do these priorities resonate
with **YOU?**



Did you answer **YES?**

Then **YOU** are what we're
looking for! Read on

People-first, always!

At E-ACT, we genuinely prioritise a people-first culture. We have developed our People Strategy to be a cornerstone of our Opening Minds, Opening Doors Strategy, playing a vital role in achieving our strategic priorities. This forward-looking strategy outlines our aspirations as an employer and envisions the experience of being part of the E-ACT family.

Every single role within E-ACT is crucial to fulfilling our mission. Whether you work in the classroom, the office, our national teams, or on our grounds, your contribution is valued and essential.



Our People Strategy has eight key objectives, each aimed at creating a supportive, inclusive, and dynamic environment for all.

How many mean something to YOU?



JOB DESCRIPTION

LOCATION Regional Office (or home) based, with national travel

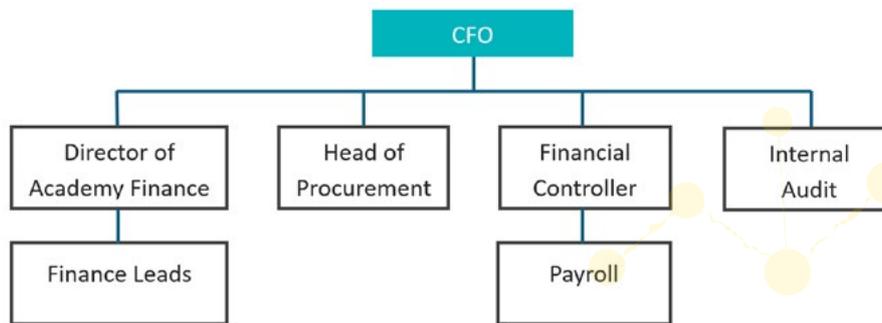
TERM Full-time, permanent

ROLE PURPOSE

The CFO is the most senior finance professional within the organisation. You will report to the Chief Executive Officer and operate at the most senior strategic level within the organisation

As per the Academies Handbook for the CFO element of this role you must hold appropriate CCAB qualifications.

TEAM STRUCTURE



KEY RESPONSIBILITIES

Leadership

- Work closely with the CEO, Executive Team and Board to manage the Trust's finances properly and effectively
- Work in partnership with senior leaders to strategically lead and manage the Trust's financial resources
- Ensure financial strategy directly supports educational excellence, working closely with Education Directors and Headteachers to align resources with pupil outcomes.
- Work in partnership with senior educational and operational leaders.
- Work in partnership with headteachers to strategically lead and manage academy financial resources
- Ensure the Trust achieves value for money in accordance with its Funding Agreement,
- DfE guidelines and the principles of spending public money wisely
- Prepare spending plans and budgets, to assure the board of the Trust's long-term viability and help it achieve its strategic goals
- Oversee tight, well-managed control systems for procurement
- Prepare accounts, supporting external auditors to ensure internal audit processes are robust
- Ensure the Trust submits financial returns and other information required by official bodies
- Lead the Trust's finance team
- Lead the Trusts procurement function

- In collaboration with the COO, oversee the Trusts risk activities – internal auditors, external RO and external audit
- Lead the Trust's financial systems strategy, ensuring digital transformation, automation and integration across finance, HR, MIS and procurement systems to improve efficiency, accuracy and insight.

Financial oversight

- Ensure Trustees and leaders are able to fulfil their responsibility to maintain robust oversight of the Trust's finances, by providing reports, identifying key performance indicators and explaining findings
- Support the Board in its responsibility to ensure the Trust remains a going concern
- Provide all the information the Board needs to approve a balanced budget, for the year ahead and in the longer-term
- Enable Trustees and leaders to use resources efficiently, to maximise outcomes for pupils by identifying how Trust finances can be used to achieve strategic objectives linked to raising standards
- Prepare reports for, and attend board meetings, including Finance and Audit and Risk Committee meetings, to help Trustees fulfil their responsibilities
- Support the Audit and Risk Committee, to fulfil their obligations relating to internal scrutiny.
- Recommend areas for the committee to consider when selecting areas to audit and further scrutiny owing the Internal Audit Plan.
- Support the board with its responsibility to benchmark the Trust's financial performance against similar organisations
- Ensure the Trust's Scheme of Delegation and Terms of Reference are fit for purpose, to maintain tight spending controls
- Ensure colleagues follow the Scheme of Delegation, reporting any concerns to the CEO or Board, as appropriate
- Ensure the Board is aware of any potential conflicts of interest, such as Trustee's commercial interests and it takes appropriate action to ensure it complies with guidance and legislation
- Support the Board in its duty to produce an annual report and external audit by preparing the draft report, supporting the process for appointing external auditors and enabling auditors to produce the annual accounts report
- Ensure the Board fulfils its statutory returns obligations, to the DfE and other bodies, including Companies House
- Support the Board and the CEO by contributing to the Trust's overall strategic plan – in terms of formulating objectives, delivering goals and monitoring performance

Financial controls and management

- Oversee the Trust's internal control, risk management and assurance processes. In accordance with DfE and statutory regulations
- Ensure compliance with the Trust's control framework including spending decisions being made by those with the delegated authority, appropriate segregation of duties applied, planning and budgeting processes co-ordinated
- Apply discipline in financial management, including managing debtors, creditors, cash flow and monthly bank reconciliations

- Ensure that colleagues plan capital projects and maintain strict financial controls, manage and oversee assets, and maintain a fixed assets register
- Ensure that regularity, propriety and value for money are maintained across all the organisation's financial activities
- Work closely with the Head of Procurement to ensure spending controls are in place, so that the Trust secures value for money
- Oversee internal audits, to ensure staff follow approved procedures at all times

Financial Planning

- In partnership with the CEO, Trust Leaders and Headteachers, prepare budget plans for the Board to consider and approve
- Prepare longer-term budget plans, which identify risks and actions the Board can implement to ensure the Trust remains a going concern
- Support Trust Leaders, to help the Trust and academies maintain healthy reserves or take robust action to address any potential deficits
- Prepare policies for setting and managing budgets, including the maintenance of appropriate reserves, for board approval
- Ensure budget forecasts for the current year and beyond are accurately prepared, based on realistic assumptions including any provision being made to sustain capital assets, and reflect lessons learned from previous years
- Review and interrogate underlying assumptions, such as pupil number estimates, as these underpin revenue projections, and review these termly
- Adopt Integrated Curriculum financial planning (ICFP), so that Trust leaders can plan the best curriculum for their pupils and deliver the Trust's educational priorities with the funding they have available
- Work with the COO to ensure financial planning supports long term estates sustainability, carbon reduction commitments and strategic asset management.
- Lead financial resilience planning, including scenario modelling, contingency planning and rapid response to funding or cost base shocks

Budget Monitoring

- Prepare management accounts every month for Trust leaders and Trustees, setting out the financial performance and position
- Ensure management take appropriate action to enable ongoing viability; raising concerns to the CEO or board if required
- Make the Board aware that appropriate action is being taken to maintain financial viability including addressing variances between the budget and actual income and expenditure
- Raise any concerns about overall financial performance to the board, to allow for swift action if required.
- Ensure the Trust manages its cash position robustly and avoids becoming overdrawn on any of its bank accounts, so that it does not breach restrictions on borrowing

Investments

- Advise the Board about its investment options within the Trust's charitable aims
- Ensure investment risk is properly managed and the Board acts within its powers to invest as described in its articles

- Prepare an investment policy for board approval, to enable Trustees to manage and track the Trust's financial exposure, and ensure value for money
- Work closely with the Board to ensure it exercises care and skill when making investment decisions, including taking advice as appropriate from a professional adviser
- Prepare a charging and remissions policy for directors to consider and approve. The policy should ensure the costs of any chargeable activity are covered fully

Risk management and internal scrutiny

- Support the COO in all work regarding the corporate risk register for Board consideration and approval
- Lead remedial action required to address financial and procurement risks
- Ensure there are adequate contingency and business continuity plans in place for the Trust's financial systems, in case of systems or other failure
- Ensure the Trust has adequate protection against risk, including insurance (RPA) and safeguards against fraud
- Contribute to the Whistleblowing Policy by ensuring it covers financial matters adequately and checking it has been communicated well.
- Support members of the Finance and Audit and Risk committee by commissioning appropriately qualified, external experts to scrutinise the Trust's use of resources and the quality of its management systems
- Advise the committee about a cycle of internal scrutiny activities

Provision of, and requests for, information

- Act as the main point of contact for funding issues for the DfE and other official funding agencies
- Provide accurate information required by the Department for Education, the Charities Commission and any other official body in a timely and professional manner
- Where DfE approval is required for Trust decisions, take responsibility for ensuring the Trust complies with its statutory duties

Preparation and audit of accounts

- Ensure the Trust maintains adequate accounting records and prepares an annual report and accounts, in line with the Charity Commission's Statement of Recommended Practice (SORP) and DfE's Accounts Direction
- Ensure Trustees comply with DfE regulations for appointing and removing external auditors
- Provide external auditors with all the information they need to prepare the annual accounts
- Lead on writing the Trust's annual report

People Leadership, Professional development and Culture

- Develop a high performing finance function through coaching, talent development, succession planning and a culture of continuous improvement
- Support the professional development of the finance team and internal audit.
- Enable staff to evaluate their own performance against clear criteria and identify their professional development needs
- In line with the Academies Handbook maintain your own professional development
- Continuous improvement

- Make use of effective and proportional processes of evaluation to identify and analyse complex or persistent problems and barriers which limit school effectiveness, and identify priority areas for improvement
- Develop appropriate evidence-informed strategies, for improvement as part of well-targeted plans which are realistic, timely, appropriately sequenced and suited to the Trust's context
- Ensure careful and effective implementation of improvement strategies, which lead to sustained Trust improvement over time

Working in partnership

- Enable the Trust's academies to work successfully together, and contribute to the development of successful partnerships with other schools, academies and Trusts, working in a climate of mutual challenge and support
- Where appropriate, establish and maintain working relationships with fellow professionals and colleagues across other sectors to improve educational outcomes for all pupils
- Undertake other reasonable duties, as may be directed by the CEO and the Board
- Ensure financial and procurement processes support safer recruitment, safeguarding compliance and the protection of vulnerable groups
- Represent the Trust in external financial discussions with DfE, Regional Directors, local authorities and other stakeholders.

Standard Operating Procedures

- Ensure that you adhere to the E-ACT Scheme of Delegated Authority
- Manage risks effectively, ensuring that all required mitigations are in place.
- Undertake any other duties appropriate to the grade of the post as requested by your line manager.
- E-ACT is committed to safeguarding and promoting the welfare of its students and expects all employees and volunteers to share in this commitment.
- Be responsible for safeguarding within the academies and work with the operational teams to ensure that safer recruitment procedures are adhered to for every appointment. Education directors will be expected to complete safer recruitment training at least every two years.
- Lead the Trust's finance team
- Lead the Trusts procurement functions
- In collaboration with the COO, oversee the Trusts risk activities – internal auditors, external RO and external audit
- Lead the Trust's financial systems strategy, ensuring digital transformation, automation and integration across finance, HR, MIS and procurement systems to improve efficiency, accuracy and insight.

PERSON SPECIFICATION

Whether you're a 3 year old in nursery learning to explore the world around you, an 18 year old preparing to go to university, a new teacher understanding the demands of the job, a Headteacher leading the learning in your academy, a member of the regional team ensuring efficient and effective operations or a trustee scrutinising and challenging the CEO, we want every single person within E-ACT to be driven by three core values:

- We want everyone to think big for themselves and for the world around them;
- We want everyone to do the right thing in everything they do, even when this means doing something that's hard, unpopular or takes a lot of time;
- We want everyone to show strong team spirit, always supporting and driving their team forward.

We really believe that if we all do the right thing, support our teams and we all think big, believe big, act big, then the results will be big too!

This means that if you want to be part of E-ACT, you need to be able to embrace and embody these values in all that you do.

Values

THINKING BIG

- Show energy, enthusiasm and passion for what you do.
- Demand the highest quality in all that you do and in the work of your team.
- Willing to champion new ideas and think beyond the status quo.
- Show an ability to think creatively and 'outside of the box' in your area of expertise, continually seeking improvements in what you do to make the organisation better.
- Be open to new ideas and change where it will have a positive impact on the organisation.
- Show a willingness to embrace different ideas and ways of thinking to improve E-ACT.
- Ability to 'look outside' – to continually learn about innovations in your field, new ways of doing things and bring that learning into your work.
- Commitment to self-development and developing your wider team.
- Ability to reflect on yourself, your performance and to think about how this could be improved further.
- Ability to encourage ideas from others in order to improve the organisation and build your team's confidence.

Values

DOING THE RIGHT THING

- Have integrity and honesty in all that you do.
- Make decisions that are based on doing the right thing, even when this means that they are unpopular or will lead to more work.
- Take responsibility and ownership for your area of work.
- Have difficult conversations or deliver difficult messages if that is what is required to do the right thing by our pupils.
- Be transparent and open.
- Be resilient and trustworthy.
- Stand firm and stay true to our mission.

SHOWING TEAM SPIRIT

- Understand how you can have a greater impact as a team than you can as an individual.
- Understand how you are part of your immediate team but also a much wider organisational team, in working towards our mission.
- Recognise that everyone is important within E-ACT and show an ability to build strong working relationships at every level.
- Recognise and celebrate the success and achievements of your colleagues, no matter how small.
- Be generous with sharing your knowledge to help to develop others.
- Understand and be willing to receive suggestions and input on your area of work from others.
- Support your colleagues, even when this means staying a little later, or re-prioritising some of your work.
- Be aware of other peoples' needs and show an ability to offer genuine support.
- Show an awareness and respect for peoples' differences and recognise how different characteristics and personal strengths build dynamic and great teams.

Organisational Fit

Essential:

- Thinking Big.
- Doing the Right Thing.
- Showing Team Spirit.



Knowledge and Experience

Knowledge

- Full Accounting Qualification (ICAEW, ACA, ACCA, CIMA or CIPFA or equivalent)
- Evidence of continuing professional development relevant to a strategic leadership post
- Knowledge and understanding of the requirements for the financial stewardship of public money
- Knowledge and understanding of current trends in the delivery of relevant business services
- Knowledge and understanding of new system implementation, and the necessary building blocks, to mitigate risk ensuring continuation of service delivery during periods of change
- A wide knowledge of business services, and a willingness to accept new and / or innovative ideas to promote outstanding resource management across the Trust
- Conversant with all statutory and regulatory requirements across relevant business services' areas
- A good understanding of the accountability measures and processes for multi-academy trusts in England
- A good understanding of the accountabilities and responsibilities of a CFO to the Finance and Audit and Resources Committee and Board of Trustees, in the context of a multi-academy trust

Experience

- Experience of providing the vision, strategic direction and leadership in the planning, development and delivery of effective business services across an organisation
- A track record of providing strategic leadership, across the complete range of financial areas in a comparable environment; financial planning, treasury management, investment control and budget management
- Experience of utilising IT / digital solutions to improve financial processes and VFM
- Experience of maximising external income sources to support the reduction in grant income
- Experience of leading effective and efficient business service areas; in house and or through external contracts in addition to Finance, such Audit and Procurement to support organisational delivery and accountability
- Experience of providing effective financial oversight of capital projects
- Experience of leading change, to enable effective decision making, and to ensure VFM
- Experience of establishing and maintaining, effective systems and processes, to support and empower leaders, to have a clear focus on resource management
- Proven experience of motivating individuals and teams, working across a multi-skilled distributed environment; through providing challenge and support and effective CPD opportunities
- Experience of good governance and accountability, to enable decision makers to make informed strategic decisions
- A successful track record of creating strong links and collaborative ways of working, with all stakeholders

Skills and Personal Qualities

Skills

- Excellent communication and relationship building skills at all levels
- Communicate sensitively and effectively both verbally and in writing with a wide range of people
- Ability to think and plan operationally and strategically
- Leadership skills and ability to empower, motivate and create a positive, inclusive team ethos
- Personal resilience and an ability to cope with ambiguity, uncertainty, pressure and scrutiny from others
- Ability to travel nationally on an ad hoc basis.

Personal Qualities

- A commitment to getting the best outcomes for all pupils
- Demonstrates unquestionable integrity, transparency and professionalism in all decision-making.
- Able to think beyond day-to-day operations to shape long-term financial strategy.
- Highly adept at analysing complex financial information, identifying risks, and offering solutions.
- Able to challenge, influence and build consensus while maintaining positive relationships.
- Builds strong, trusting working relationships across central teams, academies, and external partners.
- Maintains composure and sound judgement during periods of change, scrutiny, or financial challenge.
- Able to manage competing priorities without compromising quality.
- Seeks innovation, improved systems, and better ways of working to enhance financial performance.
- Takes ownership of decisions and stands by them, even when difficult.
- Demonstrates a strong sense of accountability for the organisation's financial health.
- Handles confidential information with care and professionalism.
- Embodies the Trust's values (e.g., thinking big, doing the right thing, showing team spirit).
- Leads by example and encourages a positive culture within the finance team.





We invest in **YOU**

You've heard about our People Strategy, and the very first principle is our commitment to Continuous Professional Development (CPD) for educational excellence. We believe that when our educators and leaders grow, so do the students they serve.

We have a dedicated learning team that works across our entire trust, ensuring that all staff have access to the best resources and support. Additionally, we offer countless networking opportunities so you can connect with like-minded individuals across the trust.



I feel really energised and grateful to work in a trust that invests so much thought and care in its staff.

James Hughes,
Education Director



What do we OFFER?

Quite simply, we offer training and professional development for each and every one of our staff – which means our offering is large (very large!).



Here is a snapshot of what we offer: 

Middle Leadership

- Diversifying Excellence in Leadership
- Early Years Clusters
- Aspiring SENDco Course

Senior Leadership

- Peer Review Training
- Exceptional Senior Leaders
- Road to Headship

Professional Services

- Apprenticeships
- Sector-leading Qualifications
- Strategic leader development

Qualifications

We partner with National Institute of Teaching to ensure our staff get the best possible training for their own growth.

The National Professional Qualifications we offer include:

- NPQEL (Executive Leadership)
- NPQH (Headship)
- NPQ SENCo (Special Educational Needs)
- NPQ LEY (Leading Early Years)
- NPQ LT (Leading Teaching)

Our Partners



Networking

Remember when we said we have a people-first culture?

We all thrive better together when we collaborate with like-minded people. We bring together our colleagues and other professionals from across the sector to join forces at our E-ACT Ideas Conference.

Our conferences represent what we are about, showcasing our diverse, passionate people.

E-ACT Ideas Conferences include



Women in Leadership

Bridging the Gap

Data Conference

THIS IS US!

#WeAreEACT

Sometimes, pictures just speak a thousand words. We celebrate our people—students, staff, and the communities we serve—through our annual events:



STAFF IMPACT AWARDS

The Staff Impact Awards shine a light on our dedicated colleagues who have made significant contributions to our Trust. These awards honour individuals and teams who have gone above and beyond in their roles, demonstrating excellence and commitment to our mission.





NATIONAL PUPIL CELEBRATION EVENTS

Our National Pupil Celebration Events bring together an extraordinary display of talent, creativity, and inspiration from across the Trust. These events showcase the diverse range of student achievements in areas such as music, poetry, art, and sports.





> Financial and Lifestyle

Generous Pension: Local Government Pension Scheme (LGPS)

Life Cover: 3x pensionable pay

Cycle to Work: for healthy commuting

Annual Leave: 31 days for year-round employees

E-ACT

At E-ACT, we care about you and are committed to supporting your wellbeing, both in your role and beyond.

Our benefits package is thoughtfully designed to help you stay healthy, develop professionally, and maintain a balanced lifestyle.



> Professional Growth and Development

Opportunities: excellent Professional Development and Learning for all

Investment in staff development: including bespoke and tailored Trust INSET days



> Culture and Wellbeing

People-first culture: that values every colleague

Employee Assistance Programme: free confidential counselling, financial advice, and more

Wisdom Wellbeing App: to support mental health and wellbeing

Collaborative working: we value teamwork and collaboration, encouraging a culture of shared knowledge and collective success.



SHOW
TEAM
SPIRIT



THINK BIG



DO THE
RIGHT
THING



THIS
IS US!





Fill Out Your Application Form

This is important! We can only accept applicants who fully complete our application form. This is due to safeguarding

References

Your referees will only be contacted if you are shortlisted.

You will need to provide two references:

1. From your most recent employer
2. Second reference details



Shortlisting

All of our shortlisting will be made against the criteria of the job role. Applicants who meet the specification will be invited to an interview.

Checks

If you attend the interview, don't forget to bring:

1. Photographic identification
2. Proof of the right to work in the UK
3. Proof of qualifications



Offer of Employment

We're excited to offer the successful candidate a job! We'll start with a phone call to share the good news, followed by a written offer sent via email or post. Please remember, this offer depends on satisfactory references, enhanced DBS clearance, and other necessary safeguarding checks.

If you're not selected this time, we'll let you know by email. Thank you for your interest!



How to **APPLY**

We hope this recruitment pack has provided you with a meaningful insight into both the role of Chief Financial Officer and the wider work of our Trust.

We would warmly encourage you to get in touch if you would like any further information or would value a conversation with a member of our Central Leadership Team.

Thank you for your interest, we look forward to meeting you and welcoming your application!

For a conversation please contact:

Sian John - Director of Talent and Head of Employee Experience

✉ Email: sian.john@e-act.org.uk

☎ Phone: 07748 615902

Please read the supporting documentation carefully before completing and returning our application and equal opportunities form. If this role isn't quite right but you are interested in joining our talent pool then please email recruit@e-act.org.uk.

E-ACT is committed to safeguarding and promoting the welfare of young people and vulnerable adults, and all appointments are subject to enhanced Disclosure & Barring Service (DBS) checks and satisfactory references. E-ACT is also committed to promoting equality, challenging discrimination and developing community cohesion. We welcome applications from all sections of the community.

E-ACT

OPENING MINDS,
OPENING DOORS

Find your

THINK BIG



Sign up to our talent pool to receive the
latest vacancies and news from E-ACT

#WeAreEACT

 @educationeact  @E-ACTlearning

#thinkbig | #dotherightthing | #teamspirit