

Application Pack for Candidate

Director of Finance



Outstanding in all areas - Ofsted (March 2025)
Outstanding in boarding provision - Ofsted (September 2023)



The Opportunity



St George's School is seeking a dynamic and agile individual to lead and shape the delivery of the school's finance function. This is an exciting opportunity for a candidate to join an amazing school and improve the effectiveness and efficiency of all aspects of our financial operations.

This vacancy has arisen due to the retirement of our current postholder. As we embark on our strategy for 2025-2030, it is the perfect time to join us and help drive the next stage of our school's development. We are especially looking to enhance our financial management information and forecasting, improve our finance systems and use of technology, and simplify processes to add value.

Reporting to the Chief Operating Officer and working closely with the Headteacher and other senior leaders across the school, the role requires someone with a proven track record in financial management and an approachable, collaborative style. The role may suit someone with direct school experience seeking career progression or a new environment, or equally a skilled professional from another sector motivated to bring their experience to our specific context. This is a key post on the school's Operations Leadership Team, with direct responsibility for the leadership and management of the finance team.



The Opportunity



We are looking for someone with expertise in financial budgeting, reporting, forecasting, control and decision support. You will need to have a commercially astute mindset while also recognising the importance of robust financial stewardship of public money. All underpinned with a leadership approach that inspires confidence, builds team capability, and fosters support with appropriate challenge.

This role offers the chance to have a direct impact on the lives of young people within a fantastic school community. If you want to work in an environment that values new ideas, and are ready to find innovative solutions in an environment of constrained finances and resources, we strongly encourage you to apply to join our team.



About St George's School



Founded in 1907 by Revd Cecil Grant, St George's is a school that is both grounded in faith and forward-looking in its approach to education.

As one of the first co-educational schools in the country, St George's has a tradition of making bold choices, and has always been guided by its values of Aiming Higher and encouraging service beyond self. We believe that every student has the potential to achieve greatness, and we are dedicated to providing an environment that challenges and supports them in equal measure.

In March 2025, we were judged Outstanding by Ofsted in all areas: the quality of education; behaviour and attitudes; personal development; leadership and management; and sixth-form provision. Our teaching aims to inspire a love of learning and to equip students with the knowledge and skills they need to succeed in an ever-changing world. Alongside our rigorous curriculum, we offer a wide range of extracurricular activities, from the academic and artistic, to the spiritual and sporting, ensuring that every student has the opportunity to explore their interests and develop their passions.



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We do all of this from the sanctuary and springboard that is our House system. We are proud to be a school where every individual is valued and where students are encouraged to support one another in all aspects of school life. St George's is also proud to offer full boarding facilities as a part of our school community. Our boarders find they develop a growing sense of responsibility and confidence during their time at school, making life-long friends and lasting memories.

Our students and staff are loyal, proud and purposeful. We challenge ourselves and each other to be the best we can be. Having recently determined our strategy for 2025-2030, the school leadership has a roadmap for our next five years, taking the best of our history and heritage, and combining it with ambition for a dynamic future. This plan prioritises providing a school where all pupils achieve both academically and beyond the classroom. Where we are connected to our local community. Where staff are nurtured, inspired and developed. Where the environment is cared for and appreciated. And where we do all of this guided by the faith on which we were founded.



St George's School Finances



St George's School Harpenden (the Academy Trust) has an annual spending requirement of around £13m and approximately 200 staff. The trust holds around £4m of charitable funds. It is one of relatively few UK state boarding schools. The school is a stand-alone single academy trust.

The school's Foundation Company, which appoints foundation governors and also operates a commercial lettings business and holds a modest investment fund, generates annual income of around £400,000 and owns the school's land and buildings. This charitable company provides important grant funding to support the school's capital works. The Foundation holds net assets of around £17m.

The school is additionally supported financially through the Cecil Grant Founder's Trust and the St George's PSA.

