
FINANCE DIRECTOR

FULL TIME POSITION



Applications should be submitted no later than noon on
31 July 2026 through the MyNewTerm application portal.



ST ALBANS
SCHOOL



A WELCOME FROM THE HEADMASTER

I am delighted that you are considering applying to join the staff at St Albans School.

Founded in 948 AD, St Albans School is one of the oldest schools in the country, with a rich heritage of academic excellence and innovation. While proud of our long history, we are a forward-looking school that prepares young people to thrive in a rapidly changing world.

Our pupils are intellectually curious, enthusiastic, and ambitious and we aim to foster in them not only academic success but also a lifelong love of learning. At the heart of our approach is the belief that passionate, knowledgeable teaching inspires pupils to explore subjects in depth, think independently, and achieve their best.

Beyond the classroom, life at St Albans School is vibrant and full of opportunity. We offer a wide-ranging and inclusive co-curricular programme, with activities spanning music, sport, drama, debating, CCF, outdoor education, academic societies, and much more. This breadth is central to the all-round education we provide, helping pupils develop confidence, resilience, and a strong sense of community.

Our pastoral care is a cornerstone of school life. We want every pupil to feel known, supported and encouraged to be themselves. We work hard to create a positive, inclusive environment where young people feel safe to take risks, learn from setbacks, and grow into thoughtful, compassionate individuals.

We also recognise that great schools depend on great staff. We are committed to supporting the professional growth and wellbeing of our colleagues. Whether through our robust programme of professional development, opportunities for career progression, or our supportive and collegial atmosphere, we aim to ensure that our staff feel valued and thrive as part of the St Albans School community.

If you are excited by the idea of joining a school that combines high academic standards with a deep commitment to developing the whole person, then I warmly encourage you to apply.

We look forward to welcoming you to St Albans School.

Joe Silvester
Headmaster



CULTURE OF THE SCHOOL

St Albans School is a community rooted in over a thousand years of tradition, yet forward-looking in its ambition. Located in the heart of a historic city, we are very much of the community we serve, not apart from it. Guided by our motto, Non Nobis Nati - "Born Not For Ourselves" - and our School Values, we encourage pupils to look beyond themselves and contribute positively to the wider world.

Pupils and staff experience a welcoming, friendly and cohesive atmosphere where newcomers quickly feel part of the community; we not only welcome diversity but actively embrace it.

Classrooms are safe and supportive spaces that foster curiosity, risk-taking and intellectual challenge. Pedagogy is rooted in research, with the School among the first nationally to be awarded the coveted Chartered College of Teaching Research Mark Plus status. Teachers are responsive to the needs of each individual and nurture both academic potential and personal growth, equipping pupils with the skills and confidence they need for life beyond the school.

Pastoral care is a defining strength of the School. All staff are trained in safeguarding and contribute to pupil wellbeing. Our pastoral care builds confidence and resilience, supported by tutors, Heads of Section, Sixth Form prefects and a large safeguarding team. Additional provision is made by our School Nurses, Mental Health Support Mentors, and Counsellor, ensuring that every pupil is well known, supported and encouraged to thrive.

The School offers a distinctive co-curricular breadth, with 200+ clubs and activities, including a wide sporting programme, vibrant performing arts, and leadership and service

opportunities through CCF and DofE. These experiences enable pupils to develop essential skills such as teamwork, leadership, creativity, resilience and empathy.

We are proud of our strong commitment to the community. Pupils engage in meaningful partnerships with local schools and care settings, and support charitable causes through fundraising and service projects, helping them to understand their responsibilities within both local and global contexts.

Looking ahead, we are excited to welcome our first cohort of girls into Year 7 in September 2026, ensuring that inclusion and community remain at the heart of all that we do.





THE ROLE

Responsible for managing and leading the Finance and Accounts department for the St Albans School group and its associated entities including Beechwood Park School, Woollam Trust and Abbey Gateway Enterprises. The experienced finance and accounts team includes a Financial Controller, Accounts Manager and Fees & Bursaries Administrator.

Following the recent expansion of the group, responsible for planning and delivering a high-quality finance and accounts service for the group, with integrated systems and procedures and effective financial control, monitoring and reporting. An important part of the role will involve working closely with key staff at Beechwood Park School.

The role reports directly to the Bursar, who has overall accountability for the financial and operational strategy of the Group and its commercial activities, as well as for compliance. The Finance Director will be expected to prepare reports for and attend the termly Finance Committee of the Board of Governors.

KEY GROUP RESPONSIBILITIES (either personally or through members of the department)

1. Budget preparation, management and presentation
 - Annual budgeting process
 - Expenditure control
 - Capital project plan
 - Identification of cost efficiencies
2. Management Accounts
 - Income and expenditure accounts
 - Balance sheets
 - Cash flow projections
3. Financial systems, processes and controls
 - Financial policy and controls
 - Effective financial systems and their interface with other IT systems
 - Management of restricted funds
 - Providing financial support to the Development teams
4. Operational accounting processes
 - Accounting processes, transactions and reconciliations
 - Banking arrangements
5. Fees
 - Purchase ledger, expenses and payments
 - Credit and other payment cards
 - Procurement
5. Fees
 - Preparation and collection of pupils fees and other dues
 - Debtors management
 - Fees-in-advance scheme
 - Administration of bursaries
6. Financial regulations
 - Statutory Accounts
 - Audit
 - Taxation, including VAT
 - Filing of statutory accounts in accordance with Charity Commission rules
 - Compliance with Companies House requirements
7. Financial reporting and analysis
 - Financial forecasting & interpretation of data
 - Providing accurate financial information and advice
 - Monthly financial reports to Bursar
 - Termly financial reports to the Finance Committee
 - Completion of statistical reports and returns





8. Investments
 - Liaison with investment managers
9. Remuneration
 - Payment of salaries, NI and pensions
 - Pension reviews
 - Compliance with benefits-in-kind regulations
10. Commercial Activities
 - Generation of commercial income
 - Letting of all premises
11. Line Management
 - To include Finance Team and Commercial Manager
 - Performance appraisals
 - Objective setting
 - Training & development

KEY PERFORMANCE INDICATORS

- Smooth operation of finance and accounting functions.
- Production of timely and accurate management and financial accounts.
- Continuous assessment and improvement of processes.
- Providing sound financial advice, support and guidance.
- Motivated and high performing department and team.

KNOWLEDGE/SKILLS/ABILITIES

- A professional accountancy qualification e.g. FCA/DchA.
- Post-qualification experience in a senior management accounting role.
- Experience of law relating to tax, PAYE, BIK and VAT, charitable status.
- Proven budgetary expertise and financial acumen.
- Confidence in the use of IT.
- Focus on delivery.
- Attention to detail.
- Analytical and problem-solving skills.
- Excellent communication and presentation skills, both verbal and written.
- High levels of integrity.
- Good interpersonal skills and the confidence to deal effectively with all levels of staff & governors.
- Team management and development skills.
- A degree (desirable).
- Experience of working in the charity sector and/or independent school (desirable).

Safeguarding Children

The appointee's responsibility for promoting and safeguarding the welfare of children and young persons for whom they come into contact will be to always adhere to and ensure compliance with the School's Safeguarding Policy and procedures. If in the course of carrying out the duties of the post the appointee becomes aware of any actual or potential risk to the safety or welfare of children in the School they must report any concerns to the Headmaster or the Designated Safeguarding Lead (DSL).



STAFF BENEFITS

We believe that our staff are our greatest asset. We are proud to offer a generous and thoughtfully designed package of benefits to support your professional growth, wellbeing, and work-life balance.

Pension: A contributory pension scheme operated by the Pensions Trust. Details of which include a 6% employer contribution rate and a 3% employee contribution rate. There is the option to increase contributions and the School will contribute double the employee contribution up to a maximum of 11%.

Life Assurance: Four times annual salary.

Free On-Site Parking: Parking is provided at no cost to staff, with availability in the evenings and weekends too.

Complimentary Lunches: A free daily hot lunch is provided during term time for staff working over the lunch period, including vegetarian options, bistro-style dishes, homemade soups and a fresh salad bar.

Professional Development: Staff benefit from extensive professional development opportunities.

Fee Remission: Full-time staff receive a remission of two-thirds of school fees for children educated at the School. This provision is subject to the availability of places and to the satisfying of the School's usual entry criteria.

Health Care: Staff have access to Benenden Health Care who support employee physical, mental and financial health needs including 24/7 counselling and support helpline; 24/7 access to a GP; and discounted Health Assessments. Alternatively for this role Private Medical Insurance is available.

Cycle to Work Scheme: Through Cyclescheme, staff can purchase a bike or e-bike through salary sacrifice, saving up to 42%, depending on your tax band.

Salary Extras: All staff have access to Salary Extras, our online benefits platform, offering:

- Discounts on shopping, restaurants and leisure
- Health and wellbeing programmes
- An Employee Assistance Programme
- Financial advice and guidance
- Spread-the-cost schemes for technology and motor maintenance

Staff Accident Insurance: Claim money back for certain injuries or accidents occurring in and out of the workplace.

Counselling Support: Our on-site School Counsellor is available to staff (when not fully booked by pupils) for confidential mental health and emotional wellbeing support.

Annual Flu Vaccination: For staff not eligible for the NHS flu vaccination programme, the School offers free flu vaccinations every Autumn term.

Sports and Leisure Facilities: Enjoy full access to our excellent facilities, including:

- The fitness suite before/after school and on weekends
- The swimming pool (twice weekly and on weekends during term time; extended access in holidays)
- The Sports Hall, available for private use

Library Access: Staff can use our well-stocked School Library, offering a wide selection of fiction, non-fiction, academic resources, and online materials.





EQUITY, DIVERSITY AND INCLUSIVITY

St Albans School is committed to promoting equity, diversity and inclusion through the creation of an environment in which individuals have the opportunity to thrive and be valued for what makes them unique. We are committed to work to eradicate discrimination and prejudice, reduce barriers to learning and promote participation for all, responding to and embracing the diversity of our pupils, parents, staff, governors and volunteers.

The School recognises the benefits of having a diverse and representative school community who value one another and the contributions everyone is able to make. We celebrate difference and we provide opportunities to share perspectives and support one another.

We are members of the Schools Inclusion Alliance and strive to uphold the stated standards. The School is committed to the principle of inclusion and opposes any and all discrimination, including that defined in the 2010 Equality Act based upon age, sex, marriage and civil partnership, gender reassignment, race (including colour, nationality, cultural, ethnic or national origins), SEN and disability, sexual orientation, religion or belief, pregnancy and maternity status. The School will take all reasonable steps within its power to ensure that members of the school community are treated fairly and have the opportunity to participate in achieving their full potential, with additional support provided where appropriate.

All members of the community are responsible for supporting an inclusive environment and there is a designated EDI lead as well as a Governance Committee. Regular training on EDI is provided for staff to ensure they fully understand, and can facilitate and support, the School's ethos and aims for EDI.

Our pupils are taught across the curriculum and co-curriculum to respect themselves and others in a tolerant, understanding and multi-cultural community. The academic curriculum is regularly reviewed to ensure it is reflective of the cultures and backgrounds of our pupils. We have a programme of diversity events and a range of societies and forums to provide support, share experiences and enable pupil voice. Through the development of skills and values, embodied in our motto 'Non Nobis Nati' (Born not for Ourselves), we empower young people to live lives which will contribute positively to the benefit of wider society.



FURTHER INFORMATION

This vacancy is for a full-time Finance Director.

Reporting to the Bursar this new post represents an exciting opportunity to join the School at a time when it is expanding its footprint. We are seeking an experienced and professionally qualified individual to lead the Finance and Accounting department of the St Albans School Group, which includes Beechwood Park School, the Woollam Trust and Abbey Gateway Enterprises. The role offers scope for growth as the overall team's remit evolves.

The postholder will lead both the group finance department and the team generating commercial income for the group. The role is responsible for providing accurate financial information and analysis to support strategic decision-making within the group alongside developing integrated financial systems and processes to support the group's development. They will also lead the implementation of a new finance system to support the group's expanding activities.

The ideal candidate will hold a recognised professional accountancy qualification and will have significant post-qualification experience in a senior management accounting role. Experience of law relating to tax, PAYE, VAT, benefit-in-kind regulations, and charity status requirements is essential. Candidates should demonstrate excellent analytical, organisational, and communication skills, together with strong leadership capability, commercial awareness, and a high level of integrity. Experience within the charity sector and/or an independent school environment would be advantageous.

The post is full time, 37.5 hours per week, and will be based at the St Albans School site, with a regular presence required at the sites of associated entities. Attendance at evening meetings of the Finance Committee will also be required each term.

St Albans School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant skills and abilities. The School recognises the benefits of having a diverse community of staff and pupils who value one another and the different contributions everyone can make. All policies and practices conform to the principle of equal opportunities including recruitment, selection, training, promotion and career development. Staff are selected according to their suitability for the for the post, irrespective of background or protected characteristic.

The School is committed to safeguarding and promoting the welfare of children. Applicants must therefore be willing to undergo child protection screening and safer recruitment checks appropriate to the post, including checks with past employers and the Disclosure and Barring Service. St Albans School is an equal opportunity employer, committed to diversity and the creation of an inclusive environment for all employees. Employment selections are made according to suitability for the post, irrespective of background or protected characteristic.

Applications should be submitted no later than noon on 31 July 2026 through the MyNewTerm application portal available here:

www.st-albans.herts.sch.uk/information/vacancies/

The School reserves the right to make an appointment before the closing date, so early applications are encouraged.

