



**The CAM Academy Trust**  
**Finance Assistant**  
**Candidate information pack**



# WELCOME FROM THE CHIEF EXECUTIVE

Thank you for your interest in joining The CAM Academy Trust. It's a great time to join our team, as we enter an exciting phase of development and look to the future.

I feel highly privileged to lead our trust at this time. Our five year strategy – CAM30 – sets out our roadmap to becoming a truly exceptional family of schools.



We are a values-driven trust – our six principles underpin all that we do – and we're committed to excellence. As a teacher myself, and someone who has benefited hugely from an education, I absolutely believe in the transformational power of what we do in schools. This is particularly important for our most vulnerable young people, those who could become marginalised and not reach their potential due to their background or learning needs. It is up to us to make sure that doesn't happen.

Vibrant learning communities are built when pupils of all abilities and backgrounds thrive together, and a truly excellent education enables choice and agency for all children. This is at the heart of our comprehensive principle.

We want people on our team who are excited by the prospect of having a deep and lasting impact on the lives of young people. We want people who are honest, curious, intellectually rigorous and committed to the challenges and opportunities of innovation and collaboration. We also want people who are committed to contributing to the wider education system.

As Chief Executive, I am committed to raising standards for young people, in a sustainable way through a strong MAT operating model and an insistence on excellence whilst understanding that schools need to retain their unique identity so they can be at the heart of their communities. I also know that investing in all our people is critical to success. It is our leaders, teachers and school staff that make the difference for children every day.

Join our team and we will work together to deliver 'excellence for all', enabling all pupils and staff to thrive and be successful. If this excites you; we want to hear from you!

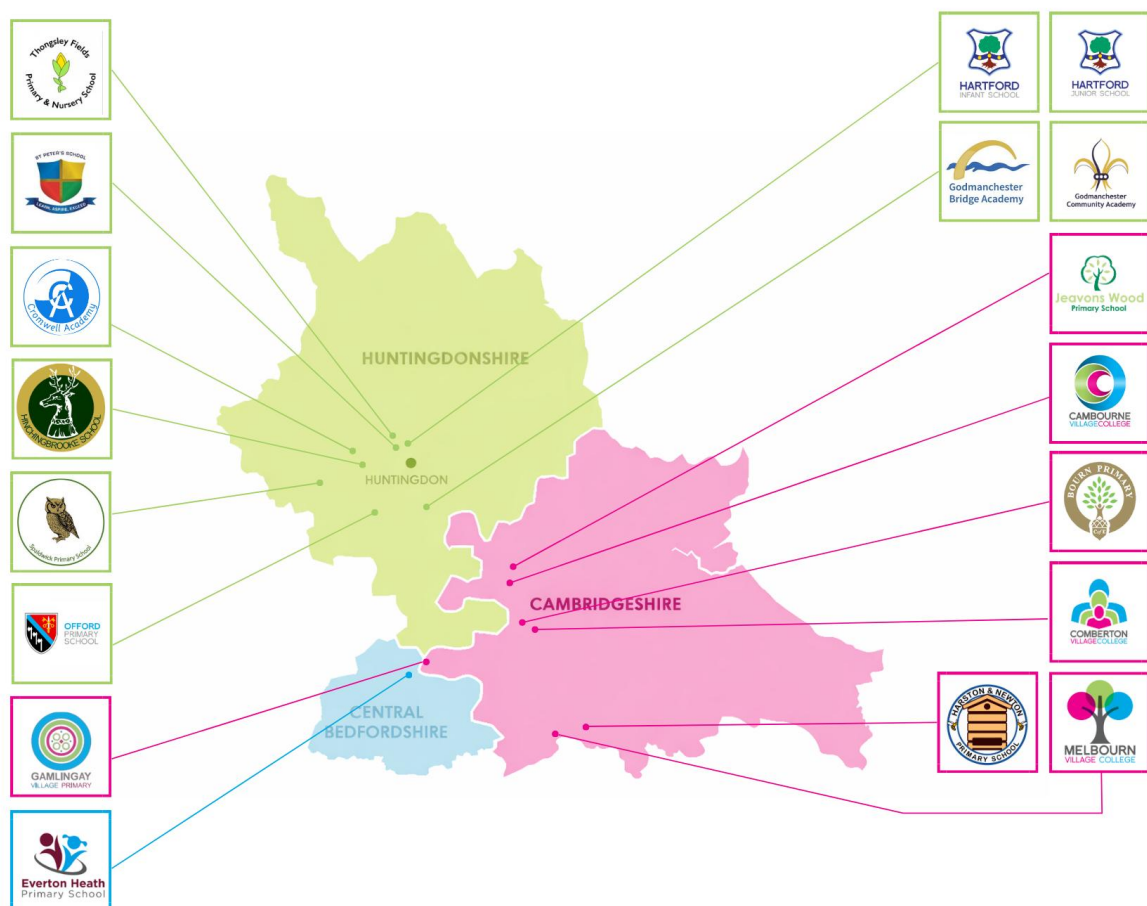
**Claire Heald**

# ABOUT US

The CAM Academy Trust was established in 2011 and currently comprises twelve primary schools and five secondary schools, four of which include sixth forms. In January 2026, ACES Academies Trust - a Huntingdon-based multi-academy trust - merged with CAM, adding five additional schools to our family.

Our primary schools are Cromwell Academy, Everton Heath Primary School (just inside Bedfordshire), Gamlingay Village Primary, Godmanchester Bridge Academy, Godmanchester Community Academy, Jeavons Wood Primary School, Offord Primary School, Hartford Infant and Pre-School, Hartford Junior School, Harston and Newton Primary School, Spaldwick Primary School and Thongsley Fields Primary and Nursery School. Bourn Primary Academy joined as the first Associate Member in 2021.

Our secondary schools are: Comberton Village College (and Sixth Form), Cambourne Village College (and Sixth Form), Hinchingsbrooke School, Melbourn Village College and St Peter's School (and Sixth Form).



# ABOUT US

*Continued*

## Teacher training (CTSN)

The CAM Academy Trust supports the training of new teachers to become qualified members of the teaching profession. We do this through our SCITT (CTSN).

As a school-based provider of initial teacher training, CTSN SCITT is very much grounded in the life of its local schools and its tutors are experienced practising teachers drawn from, not only CAM Academy Trust schools, but also a wide network of schools across the region.

Our SCITT has a strong regional reputation.

## Maths Hub

The CAM Academy Trust is proud to be the base for the [Cambridge Maths Hub](#) which is promoting excellence in maths teaching across Cambridgeshire, as well as Peterborough, West Suffolk, King's Lynn and West Norfolk.

The Hub supports teachers to improve educational standards for students in our region from the youngest child in Early Years to Post-16.

The Cambridge Maths Hub offers free, high-quality professional development to maths teachers across the Hub area.

## The Cabins

Our Cabin provisions are attached to four of our schools. The Cabins provide autistic students with an opportunity to be educated in mainstream settings.

We set high expectations for students but provide expert support from highly skilled and caring staff.

All our cabins strive to ensure that every pupil attains the highest possible academic achievement and offer high levels of pastoral support.



## THE VACANCY

**Salary:** NJC Scale 4 points 7 to 11 (£26,403 to £28,142 per annum FTE). Actual salary £18,361.34 per annum on point 12.

**Contract:** Permanent. 30 hours per week. Term time plus 5 training days (39 weeks per year)

**Start date:** As soon as possible

**Place of work:** Hybrid/Central Team Offices at Hinchbrooke School (Huntingdon Campus)

The CAM Academy Trust is seeking to appoint a motivated Finance Assistant to support the effective delivery of the Trust's Finance function.

The Finance Assistant will support the effective delivery of the Trust's transactional finance services, ensuring that day-to-day financial processes are carried out accurately, efficiently, and in accordance with Trust policies and procedures.

Working under the direction of the Finance Manager, the postholder plays a key role in accounts payable, accounts receivable, banking, and month-end support, providing a high-quality, customer-focused service to schools and central teams across The CAM Academy Trust.

The role contributes to the Trust's strong internal controls, reliable financial information, and smooth financial operations.

The **primary aims** of the post are:

- Support strong, efficient transactional finance processes
- Ensure timely and accurate financial information
- Maintain effective internal controls and compliance

### **Organisational relationships**

- Responsible to the Finance Manager
- Works closely with other Finance Assistants
- Liaison with Finance Partners, schools, and central teams on transactional finance matters
- Occasional liaison with external suppliers and customers

For further details on our school please visit our website [The Cam Academy Trust – A family of schools in Cambridgeshire and Bedfordshire, educating young people from 3-18](#)

## HOW TO APPLY

To apply for this position, please submit your completed application form with supporting statement to [recruitment@catrust.co.uk](mailto:recruitment@catrust.co.uk).

Your supporting statement should demonstrate how your career to date has prepared you for this post and be no longer than two sides of A4.

Applications will only be accepted from applicants completing the application form in full. Please note that we do not accept CVs.

Interviews will be offered to those applicants who best demonstrate how their skills, abilities and experience meet the person specification, taking into consideration the job description.

*We reserve the right to interview and appoint within the application window. With this in mind, we encourage you to apply as soon as possible.*

If you have any questions about this role, please contact the recruitment team on [recruitment@catrust.co.uk](mailto:recruitment@catrust.co.uk).

**Closing date: 09.00 on Friday 3<sup>rd</sup> July 2026**

Thank you for your interest in The CAM Academy Trust.



## JOB DESCRIPTION

### **Salary:**

NJC Scale 4 points 7 to 11 (£26,403 to £28,142 per annum FTE). Actual salary £18,361.34 per annum on point 12.

### **Line of responsibility:**

The Finance Assistant is directly responsible to the Finance Manager.

### **Strategic purpose:**

The Finance Assistant supports the effective delivery of the Trust's transactional finance services, ensuring that day-to-day financial processes are carried out accurately, efficiently, and in accordance with Trust policies and procedures.

Working under the direction of the Finance Manager, the postholder plays a key role in accounts payable, accounts receivable, banking, and month-end support, providing a high-quality, customer-focused service to schools and central teams across The CAM Academy Trust.

The role contributes to the Trust's strong internal controls, reliable financial information, and smooth financial operations.

In addition to the responsibilities described, to carry out any other duties of a similar nature at the reasonable request of the central education team.

The job description will be subject to regular review and any changes will be made in consultation with the post holders. The aim will always be to reach agreement on any changes, but if agreement is not possible, the trust reserves the right to make the changes following consultation.



## Six core principles

At the heart of our work lie the six core principles of The Cam Academy Trust. These drive everything that we do.



### EXCELLENCE

We insist on the very best. This means setting out a clear entitlement to excellence for all our young people. For us, excellence comes from the highest standards of curriculum, teaching and pupil support. We adopt a mindset that keeps us striving for better.



### COMPREHENSIVE EDUCATION

We are proud to educate pupils of all abilities, backgrounds and needs. Inclusive schools are vibrant communities, that are richer for their diversity. We value fairness and social equity.



### BROAD EDUCATION

Our pupil entitlement offers more than just academic success. A broad education develops confidence, creativity and character. The wider experience and opportunities offered in our schools mean that our pupils have more choice and agency.



### COMMUNITY

We prioritise our civic duty. Our schools are at the heart of their local communities. We draw on the best that our local area has to offer and work with community leaders to help our schools thrive.



### PARTNERSHIP

Together we achieve more than we can alone. We deeply value the partnership we have with our families. CAM plays an active role in our communities, our region and the wider education system. We share, and build connections to help make the system better.



### INTERNATIONAL

We think beyond borders; we value diversity. We prepare pupils to thrive in a global society, promoting cultural understanding and awareness of the wider world.

The CAM Academy Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Successful candidates will be subject to an enhanced DBS check, barred list check and a medical questionnaire.

## JOB DESCRIPTION continued

<p><b>Transactional finance &amp; reporting</b></p>	<ul style="list-style-type: none"> <li>• Process accounts payable transactions, including: <ul style="list-style-type: none"> <li>○ Invoice processing</li> <li>○ Supplier setup and maintenance</li> <li>○ Supporting payment runs</li> </ul> </li> <li>• Support accounts receivable processes, including: <ul style="list-style-type: none"> <li>○ Raising sales invoices</li> <li>○ Income reconciliation</li> <li>○ Credit control support</li> </ul> </li> <li>• Process banking transactions and support bank reconciliations</li> <li>• Maintain accurate and up-to-date financial records and audit trails</li> <li>• Operate shared finance inboxes and respond promptly and professionally to queries from schools and central teams</li> <li>• Support purchasing, expense, and ordering processes in line with Trust procedures</li> <li>• Support month-end close activities, including: <ul style="list-style-type: none"> <li>○ Posting journals as directed</li> <li>○ Assisting with balance sheet and control account reconciliations</li> </ul> </li> <li>• Provide accurate transactional data to support reporting and management information</li> <li>• Escalate errors, discrepancies, or concerns promptly to the Finance Officer</li> </ul>
<p><b>Governance and compliance</b></p>	<ul style="list-style-type: none"> <li>• Follow Trust finance policies, procedures, and delegated authority limits at all times</li> <li>• Support audit activity and information requests as required</li> <li>• Contribute to continuous improvement of finance systems and processes</li> <li>• Ensure strong attention to detail and data accuracy in all work</li> </ul>
<p><b>Wider Contribution</b></p>	<ul style="list-style-type: none"> <li>• Work in line with the trust's six core principles</li> <li>• Engage with, or contribute to trust or school strategy</li> <li>• Take professional ownership over remit</li> <li>• Commitment to own professional and personal growth and development</li> </ul>

	<ul style="list-style-type: none"> <li>• Contribute to the wider life of the trust, its schools, and its community through collaboration and partnership work.</li> <li>• Carry out your duties with full regard to the trust's published employment policies</li> <li>• Always promote the trust's co-operative ethical values</li> <li>• Undertaking other duties that reasonably correspond to the post.</li> </ul>
<b>Personal development</b>	<ul style="list-style-type: none"> <li>• Maintain excellent subject expertise and awareness of the latest, evidence informed practice</li> <li>• Engage in regular professional learning and reading.</li> <li>• Engage positively in the Trust's arrangement for performance management and professional growth.</li> </ul>
<b>Safeguarding</b>	<ul style="list-style-type: none"> <li>• Adhere to Trust safeguarding policy and procedure at all times.</li> <li>• Promote strong cultures of safeguarding across the Trust and schools.</li> </ul>
<b>Advocacy and influence</b>	<ul style="list-style-type: none"> <li>• Be an advocate for the Trust externally and across our schools.</li> <li>• Be outwards facing and see opportunities for positive influence and external partnership and networking.</li> </ul>

The CAM Academy Trust is committed to safeguarding and promoting the welfare of all children and young people. We expect all staff to actively share this commitment. All adults working in our Trust in whatever capacity will be part of a thorough safer recruitment process. All appointments will be subject pre-employment checks including the taking of satisfactory references and enhanced criminal record clearance (via the Disclosure and Barring Service) in line with the need to create and maintain a safe culture.

## PERSON SPECIFICATION

CRITERIA	ESSENTIAL	DESIRABLE
<b>Qualification and Experience</b>		
5 GCSE's including English and Maths to Grade C or equivalent	X	
Experience working in a finance, accounts, or administrative role	X	
Experience of processing financial transactions or working with financial data	X	
Experience of using finance systems and/or spreadsheets	X	
Experience working in education, a Multi Academy Trust, or the public sector.		X
Experience supporting month-end or year-end processes.		X
Experience working in education, a Multi Academy Trust, or the public sector		X
Experience supporting month-end or audit processes		X
<b>Knowledge and Interpersonal Skills</b>		
Good numeracy skills with strong attention to detail	X	
Ability to follow processes accurately and consistently	X	
Well organised with the ability to manage routine workloads and deadlines	X	
Clear, professional communication skills (written and verbal)	X	
Customer-focused approach with a willingness to support schools and colleagues	X	
Reliable, methodical, and able to work as part of a team	X	
Willingness to learn and develop within a finance function	X	
Experience of working with integrated finance systems		X
Understanding of basic internal controls and financial procedures		X
Experience working within a School		X

# BENEFITS

We offer the following benefits, designed to promote your

## Core benefits

- Paid leave – enhanced sick pay, maternity pay, and adoption leave pay (linked to service) and paid leave for unforeseen personal situations.
- Pension – a generous pension scheme.
- Death in service payment – lump sum payment and an ongoing pension for your partner & children (subject to conditions & membership of our pension scheme).

## Health and wellbeing

- Employee counselling and support – free, independent 24/7 help and advice for work related issues, as well as problems affecting your home life.
- Environment – good working environment with excellent facilities.

## Professional development

- Professional development – full and part-funded training courses and a wide range of learning opportunities available to all staff.

## Employee discounts

- Car parking – free and on-site.
- Hot drinks – tea & coffee making facilities provided.
- Cycle-to-work scheme – save £££ on a new bike and accessories.

## Work-life balance

- Flexible working – all staff can make a request to work flexibly.



The CAM Academy Trust

Head Office | Cambourne Village College  
Sheepfold Lane | Cambourne | CB23 6FR

[info@catrust.co.uk](mailto:info@catrust.co.uk)

[www.catrust.co.uk](http://www.catrust.co.uk)