



Chief Financial Officer

Recruitment Pack



01.

CEO Welcome

As a team of schools, we are united by a shared commitment to excellence and equity in education. We work collaboratively to lead innovative practice, always with the aim of raising outcomes for every child in our care.

We are as ambitious for the staff as we are for the children in our schools; providing excellent opportunities for continued professional development and staff wellbeing. We believe that partnerships and collaboration to share best practice are the key to meeting the challenge of raising pupil attainment.

Our schools benefit from a shared central service team, providing high-quality services and enabling leaders and teachers to focus on what matters most—teaching, learning, and supporting children. Through collaboration and collective accountability, we ensure that every school receives the support it needs to succeed.

At the heart of our culture is a simple but powerful belief: children first, people first. This principle underpins our inclusive, supportive, and ambitious environment, where teamwork and continuous improvement drive everything we do.

As a system leader, we share our learning and expertise across the wider education community. Our Trust is outward-facing, encouraging our schools to operate with both autonomy and a strong sense of collective purpose.

We are excited to welcome a new Chief Financial Officer who shares our values, brings strategic vision, and will play a vital role in shaping the next phase of our journey.

Thank you for considering this opportunity to make a lasting impact

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02.

Chief Financial Officer

At NET Academies Trust, we believe that strong financial leadership is fundamental to achieving our mission of delivering exceptional educational experiences. As we continue to grow and innovate, we are seeking a dynamic and visionary Chief Financial Officer to play a key role in shaping our future.

This is a particularly exciting time to join us, as NET Academies Trust expands from a six-school trust to a nine-school trust. The CFO will be instrumental in ensuring that our financial strategy supports this growth and underpins our ambition to create a vibrant, sustainable, and forward-thinking learning environment.

We are looking for a personable and strategic leader—someone who can work collaboratively across the Trust, bring fresh ideas, and champion innovation in all aspects of financial planning and resource management.

Innovation is at the core of our ethos. The CFO will work closely with the executive team to develop creative financial models and forge strategic partnerships that support our expansion and extend our impact.

The appointment of a CFO marks a significant step in strengthening our long-term financial sustainability and deepening our commitment to educational excellence. We invite exceptional finance professionals with a passion for education to join us in delivering lasting value for our students, staff, and wider communities.

Part-time and flexible working arrangements will be considered for this role, as we are committed to supporting staff wellbeing and attracting a wide range of talented applicants.



03.

People Strategy



Recruitment & Retention

Our Aim: To attract, recruit and retain a high-performing, well-supported workforce that is integral to the Trust's mission of academic success, physical development and positive wellbeing for all pupils.



Health & Well-being

Our Aim: To foster a supportive and healthy working environment that prioritises the physical and mental wellbeing of all employees, ensuring they are able to perform at their best and contribute positively to pupil outcomes.



Professional Development

Our Aim: To cultivate a culture of continuous professional development that empowers all staff to excel in their roles, enhancing both teaching and leadership capabilities.



Diversity, Equity, Inclusion & Engagement

Our Aim: The Trust is committed to fostering an inclusive, equitable and engaging work environment where diversity is valued and all employees feel respected and empowered to contribute to the success of the Trust.

04. NET Academies Trust

Where Your Career and Wellbeing Come First!

At NET Academies we believe our people are our greatest strength. That's why we offer an exceptional package of financial rewards, wellbeing support, and professional development – all designed to help you thrive, both in and out of the classroom.

Financial Benefits That Make a Difference

- Competitive pay that matches schools across Essex and beyond
- Government-backed pension schemes with generous employer contributions
- Excellent sick pay provisions to support you during times of illness
- Affordable, tasty lunches with staff discounts every day
- Free Will Writing Service for you and your partner – expert support to protect your family's future
- Subsidised staff housing – reduced rent available in Trust-owned properties *

* subject to availability



Career Growth and Professional Development

- Apprenticeships – opportunity to study for a range of qualifications from Level 3 Teaching Assistant to Level 7 Senior Leader courses through the government's apprenticeship scheme
- Continuing Professional Development – ongoing CPD sessions in each school for staff to improve their knowledge and practice in their role
- Collaboration and opportunities to network and share ideas with other Trust staff
- Planning and subject leader support from experienced staff e.g. Curriculum Director
- Opportunities for promotion and alternative workplaces at other Trust schools
- A central, shared service support team
- Teacher training opportunities for support staff with FIPC (Forest Independent Collegiate)
- Annual Trust conference with guest motivational speaker
- External coaching opportunities for senior leaders

A Culture of Wellbeing

- Flexible and part-time work opportunities available
- Access to Telus Health – your complete wellbeing solution
 - Mental, physical, financial, and social wellbeing support
 - 24/7 Employee Assistance Programme (EAP) with professional counsellors
 - Motivational tools to help you feel your best
 - Exclusive discounts – save on shopping, travel, fitness, family days out & more
 - 230+ staff-only offers from top brands



Whether you're just starting out or looking to take the next step in your career, NET Academies Trust is the place where you'll be supported, inspired, and empowered.

Apply today and become part of a Trust that invests in YOU.

05.

About the Role

Vacancy: Chief Financial Officer (part time, permanent)

Salary: Essex Schools Pay Scale 15

Start date: Immediate

Apply by: Tuesday 20th January 2026

Interviews: Week Beginning 2nd February 2026

Join Our Senior Leadership Team

A rare and exciting opportunity has arisen at

NET Academies Trust for an experienced and highly skilled **Chief Financial Officer (CFO)** to join our Senior Leadership Team.

About the Role

We are seeking a dedicated and strategic financial leader to guide the Trust through its next phase of development. The CFO will play a pivotal role in ensuring financial excellence and long-term sustainability across our multi-academy trust.

As CFO, you will:

- Provide expert financial leadership and strategic advice
- Ensure sound financial governance and compliance
- Oversee all aspects of financial management across the Trust
- Work closely with the CEO and Finance Team to support informed decision-making
- Be a key member of the senior leadership team, contributing to the Trust's overall vision and success

This is an exceptional opportunity to make a significant impact in a thriving educational organisation with a strong community, collaborative ethos, and stable financial foundation.

The Ideal Candidate Will Have:

- Proven experience in financial leadership at a senior level, preferably in an education or public sector setting
- A recognised professional finance qualification (e.g. ACCA, CIMA, ACA, CPA)
- Excellent communication and strategic planning skills
- The ability to work collaboratively across teams and provide high-quality financial insight and direction

Why Join NET Academies Trust?

NET Academies Trust offers a supportive and innovative environment where leaders are empowered to shape the future. With a strong financial position and a shared commitment to excellence, this is a rewarding opportunity for a visionary finance professional.

Job Description

A full job description can be found [here](#)



06.

How to Apply

To apply for the position, please submit your application online using the link provided below.

[Apply Now](#)



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