



Finance Business Partner

One ATT Applicant Pack

Supporting strategic financial leadership across

Academy Transformation Trust



Contents

Welcome from the Chief Executive Officer	3
About Academy Transformation Trust	4
ATT2030: Our Vision, Values and Goals	5
Why Join Academy Transformation Trust?	6
The Finance Business Partner Opportunity	7
About the Finance Function	8
Job Description	9
Key Responsibilities	10
What Success Looks Like at ATT	11
Person Specification	12
Working at ATT	13
ATT Institute and Professional Development	14
Employee Benefits and Wellbeing	15
Recruitment and Selection Process	16
Induction and Onboarding	17
Safeguarding Commitment	18
How to Apply	19

About this pack

This applicant pack has been designed to help you understand Academy Transformation Trust, our ATT2030 strategy, the purpose and impact of the Finance Business Partner role, and the skills, knowledge and behaviours required to be successful.

A Welcome from Our Chief Executive Officer

Thank you for your interest in joining Academy Transformation Trust. Choosing the right next step in your career is an important decision, and I am delighted that you are considering doing so with us.

At ATT, we are driven by a simple but profound belief: every child can and should become capable, competent and confident. Our purpose is to transform lives through education, and our strategy, ATT2030, sets out how we will achieve this for every pupil, every colleague and every community we serve.

We know that people are at the heart of everything we do. Our Trust thrives because of the talent, dedication and values of our colleagues. If you choose to join us, you will become part of a high-trust, high-accountability organisation where leaders are empowered, colleagues are supported

to grow and everyone is united in the moral purpose of education.

The Finance Business Partner role is central to this work. It brings together professional expertise, sound judgement and trusted relationships, helping academy and Trust leaders make decisions that are financially sustainable and educationally focused.

I wish you every success with your application. Whether or not you go on to join us, I hope you will recognise that ATT is a community committed to excellence, belonging and becoming, and to ensuring that all of us, pupils and adults alike, leave more capable, more competent and more confident than when we arrived.



A stylized, handwritten signature in black ink, appearing to read 'Mark McCourt'.

Mark McCourt

Chief Executive Officer
Academy Transformation Trust



About

Academy Transformation Trust

At Academy Transformation Trust (ATT), our ambition is that every person who passes through our schools and colleges becomes an educated person, able to take a rightful place in the community of educated people and contribute positively to society.

We believe that education transforms lives. Through ATT2030, we have set out a clear and ambitious strategy designed to ensure every pupil, colleague and community benefits from excellent leadership, strong culture and high-quality provision.

Our goal is simple yet profound: that everyone who learns or works within ATT becomes Capable, Competent and Confident.

As one of the country's largest multi-academy trusts, ATT combines the strength of a national organisation with the belief that decisions should be made as close as possible to the children, families and communities we serve. We are a high-trust, high-accountability organisation where leaders are empowered to lead, colleagues are supported to grow and expertise is shared across our schools and central services.

ATT2030:

Our Vision, Values and Goals

ATT2030 is our long-term strategy for transforming lives through education. Everything we do is guided by our belief that people flourish when they experience both Belonging and Becoming.

Our Values

- **Belonging & Becoming:** we meet people where they are and refuse to leave them there.
- **Integrity & Excellence:** we act ethically, demonstrate professionalism and strive for excellence in everything we do.
- **High Trust, High Accountability:** we combine professional autonomy with clear accountability and collective responsibility.

Our Three Goals

- **Capable:** developing people with the knowledge, skills and experience needed to succeed.
- **Competent:** ensuring individuals possess the judgement, habits and expertise to perform effectively and consistently.
- **Confident:** creating cultures where people feel valued, supported and empowered to contribute their best.

Why Join Academy Transformation Trust?

At ATT, we believe exceptional outcomes for pupils begin with exceptional experiences for colleagues. Our People Strategy 2025-2030 places colleagues at the centre of our success.

By joining ATT you will become part of a collaborative, values-driven organisation that invests in professional development, wellbeing and leadership at every level. You will work alongside talented colleagues who are united by a common purpose: transforming lives through education.

The Opportunity:

Finance Business Partner

This is an exciting opportunity to join Academy Transformation Trust at a time of significant ambition and growth. The Finance Business Partner plays a critical strategic role within the Trust, providing expert financial leadership, challenge and support to Principals, budget holders and operational leaders.

This role extends far beyond traditional financial reporting. The successful candidate will act as a trusted advisor, helping leaders make informed decisions about curriculum planning, workforce deployment, operational investment and long-term sustainability.

Working across academies and central operations, the Finance Business Partner will ensure resources are aligned with educational priorities while maintaining strong financial stewardship and value for money.

About the Finance Function

The Finance Team plays an essential role in enabling educational excellence across ATT. The team's purpose is not simply to manage budgets and ensure compliance, but to provide leaders with the insight, information and support needed to make sound strategic decisions that improve outcomes for pupils and communities.

Finance colleagues work collaboratively with academy leaders, operational teams and Trust executives to ensure public funds are used effectively, responsibly and transparently.

Job Description

Purpose of the job

To work with Principals and other budget holders to support efficient and sensible decision-making in relation to financial management; to provide accurate financial reporting and analysis across academy budgets; to maintain a strong control environment over spend; to act as a key liaison with academy Principals on staffing requirements; and to continue to support the implementation of integrated curriculum financial planning across the Trust.

Key Responsibilities

Strategic Financial Leadership

- Provide strategic financial insight and support to academy, Estates, Catering, IT and operational leaders.
- Support robust budget planning, cost control and value-for-money across operational services and academies.
- Help leaders align resources with ATT2030 priorities, academy improvement priorities and workforce planning needs.

Business Partnering and Influence

- Build trusted relationships with Principals, operational leaders and budget holders.
- Translate complex financial information into clear, practical advice for non-finance audiences.
- Challenge constructively and professionally so that financial decisions are evidence-informed, ethical and sustainable.

Financial Stewardship and Control

- Support monthly finance meetings and provide clear analysis of results to date and forecasts.
- Manage and support month-end processes, including accruals, prepayments, payroll reconciliations and financial controls.
- Support Trust-wide management accounts through robust financial analysis and reporting for senior finance leaders.
- Monitor compliance with DfE, Local Authority and Trust financial requirements.

Funding, Procurement and Efficiency

- Maximise educational funding opportunities, including Pupil Premium, SEND and other grant funding, maintaining strong relationships with Local Authorities and stakeholders.
- Identify and support procurement and efficiency opportunities across academies and operational services.
- Use financial insight to support responsible investment decisions and long-term sustainability.

Stakeholder Engagement and Governance

- Attend Local Governing Body and other stakeholder meetings as required.
- Present financial information clearly, confidently and professionally.
- Provide professional financial advice that strengthens accountability, transparency and decision-making.



What Success Looks Like at ATT

Success in this role is measured not only through strong financial management but through the impact that financial leadership has on people, culture and educational outcomes.

- Lead with trust and credibility by becoming a trusted advisor and strategic partner.
- Support better decision-making by providing clear, accessible and insightful financial information.
- Drive continuous improvement by identifying opportunities to improve financial processes, systems and efficiencies.
- Champion value for money so that resources are directed toward activities with the greatest impact.
- Embody ATT values through integrity, professionalism, inclusion and commitment to helping others become capable, competent and confident.



Person Specification

Finance Business Partner

The person specification below sets out the knowledge, experience, behaviours and values required for success in this role. It is designed to support a fair, transparent and values-led recruitment process.

	Essential	Desirable	How will this be demonstrated
Professional qualifications and learning	CCAB qualification or part-qualified accountant with substantial relevant experience. Strong understanding of financial management, budgeting, forecasting and financial controls. Commitment to continuing professional development.	CIPFA qualification. Experience within a multi-academy trust or education setting.	Application form / formal interview / evidence checks
Experience	Experience of providing financial advice to senior leaders and budget holders. Experience of budget setting, management accounts, forecasting and analysing complex financial	Experience across multiple schools or academies. Experience supporting operational services such as	Application form / formal interview

	Essential	Desirable	How will this be demonstrated
	information. Experience of supporting month-end financial processes and reconciliations.	Estates, Catering or IT. Experience presenting to Local Governing Bodies or committees.	
Business partnering and leadership	Able to build trusted professional relationships with Principals, operational leaders and finance colleagues. Able to communicate financial information clearly to non-finance audiences. Able to challenge constructively and influence decision-making.	Experience influencing at executive or senior leadership level. Coaching or mentoring experience.	Formal interview / presentation or task
ATT2030 leadership behaviours	Demonstrates high trust and high accountability. Acts with integrity, professional courage and sound judgement. Contributes to a culture of belonging, collaboration, inclusion and continuous improvement.	Experience supporting organisational change or system-wide improvement.	Application form / formal interview
People Strategy alignment	Committed to creating an exceptional colleague experience. Supports leaders to become capable, competent and confident. Demonstrates inclusive, respectful and values-led professional behaviours.	Experience contributing to workforce planning, wellbeing or leadership development priorities.	Application form / formal interview
Technical skills	Advanced Excel and financial modelling skills. Strong analytical, reporting and problem-solving skills. Confident using financial systems and producing accurate management information.	Power BI or business intelligence experience. Experience of finance system implementation or process improvement.	Application form / task / formal interview
Safeguarding, values and professional conduct	Commitment to safeguarding and promoting the welfare of children and young people. Commitment to ATT values and vision. Able to operate confidentially, ethically and professionally.	Safer recruitment training or relevant education-sector compliance training.	Application form / checks / formal interview



Working at ATT

We are committed to creating an exceptional colleague experience. Through our People Strategy, colleagues are encouraged to belong, become, contribute and thrive.

- **Belong:** feel welcomed, respected and connected.
- **Become:** develop professionally through learning, coaching and leadership opportunities.
- **Contribute:** make a meaningful difference through purposeful work and high professional standards.
- **Thrive:** experience wellbeing, fulfilment and a positive working environment.

ATT Institute and Professional Development

At ATT, we believe professional growth is fundamental to organisational success. The ATT Institute provides a framework for continuous professional learning, supporting colleagues at every stage of their career.

The Finance Business Partner will have opportunities to contribute to and benefit from Trust-wide development initiatives, cross-functional collaboration and professional networking.

Employee Benefits and Wellbeing

ATT is committed to supporting colleague wellbeing and creating an environment where people can thrive professionally and personally.

- Access to Vivup benefits platform.
- Flexible and agile working opportunities where appropriate.
- Employee wellbeing support.
- Professional development opportunities.
- Trust-wide career progression opportunities.
- Professional networks and communities of practice.

Recruitment and Selection Process

You can expect the recruitment and selection process to be transparent, values-led and aligned with the job description and person specification.

- Candidate information that gives clear detail about the role, responsibilities, pay and development opportunities.
- A point of contact within the Trust recruitment team to advise on each step of the process.
- A comprehensive vetting process that meets safer recruitment expectations.
- Selection for interview based on the job description and person specification.
- An opportunity to ask questions and engage in a full interview discussion about the role.
- Timely communication about the outcome and an opportunity to receive feedback.

Induction and Onboarding

If successful, you will receive a Trust induction and a role-specific induction designed to help you understand the policies, systems, relationships and priorities that will enable you to succeed.

- Regular opportunities to meet with your line manager.
- Information about policies, processes and procedures relevant to the role.
- Access to the equipment and systems needed to begin the role effectively.
- Connections with key colleagues across finance, operations and academies.

Safeguarding Commitment

Academy Transformation Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. We expect all colleagues and volunteers to share this commitment and to uphold the highest standards of safeguarding practice.

All appointments are subject to robust safer recruitment procedures and appropriate pre-employment checks in line with statutory guidance.



How to Apply

Applications should be submitted through the Trust's recruitment platform. Candidates are encouraged to use the person specification when completing their application and to clearly demonstrate how their knowledge, skills, experience and values align with the requirements of the role.

We welcome applications from individuals who share our commitment to transforming lives through education and who can contribute positively to our culture of belonging, becoming and continuous improvement.

Location: Academy Transformation Trust, with travel across academies and Trust locations as required

Closing date: 9am on Monday 24th August 2026

Interview date: Thursday 3rd September 2026

Salary: NJC Point 35 – 42 (£46,142 - £53,460)

Start date: As soon as possible