



Consilium
Academies

BUILD YOUR DREAM CAREER

Join our Team!



RECRUITMENT PACK

Chief Finance Officer

Central Office, Manchester or North East

EXCELLENCE AND EQUITY WITH INTEGRITY



Dear Candidate,

Thank you for your interest in the position of Chief Finance Officer at Consilium Academies.

At Consilium, we are on a mission to being an excellent trust with excellent schools – we would love you to join us in that mission.

We are a values driven trust and bring this to life every day though our commitment to excellence, equity and integrity.

We recognise the unique value of everyone, whether they are staff or students and are dedicated to ensuring that every member of our Trust reaches their full potential. To achieve this, we collaborate with stakeholders and external organisations to build relationships that enhance opportunities for all members across the Trust.

We have a commitment to ensure each and every staff member is supported to achieve their goals within their career and have the skills and development to flourish. This commitment is reflected in our Centre for Professional Learning, where colleagues have access to tailored training opportunities and resources to meet their specific needs.

We firmly believe that every student, regardless of their background, deserves an excellent education and an equal opportunity to fulfil their potential. This vision guides us in creating an environment where every pupil can thrive.

As part of our Trust, our academies align with collective aims, including prioritising holistic development of pupils academically, socially and emotionally. We aim to instil a passion for lifelong learning and continual improvement among our academies, staff and students, empowering them to pursue their aspirations and ambitions. Our goal is to create a family of academies that is inclusive and embraces diversity, fostering a supportive community where all members feel inspired and empowered to succeed.

We look forward to your application, thank you for your interest in joining the Consilium family.

A handwritten signature in black ink, appearing to read 'M McCarthy', with a long vertical line extending downwards from the end of the signature.

Mr Michael McCarthy
Chief Executive Officer of Consilium Academies.



Consilium Academies is a Multi-Academy Trust dedicated to Excellence and Equity with Integrity. Consisting of eight schools across three hubs in Salford, South Yorkshire, and the North East of England, our culture is built on support, guidance, capacity building, and fostering a collaborative approach to school improvement.

Our Trust is committed to the highest standards of curriculum, teaching, and learning, leading to excellent outcomes for our pupils. This commitment extends to our staff, with a focus on high-quality learning, professional development, and an uncompromising approach to support and growth.

Schools within the Trust are encouraged to engage in rigorous self-evaluation and take swift action to address any areas of underperformance, guided by our School Improvement Framework.

Our Key Areas of Focus:

- **Expert Knowledge:** We prioritise school-to-school support, fostering expert knowledge, and providing effective assistance to our schools.
- **Ambitious Curriculum:** Our schools share a common language for curriculum development, with a focus on Enriching Lives, Inspiring Ambitions, and embedding Equity, Diversity, and Inclusion throughout.
- **Effective Pedagogy:** Our research-focused approach seeks impactful teaching methods, a shared language for pedagogy, and developing partnerships with external experts.
- **Purposeful Practice:** We respect each school's identity while promoting a shared understanding of high-quality practice and staff development.
- **Rigorous Assessment & Intervention:** We implement evidence-based benchmarking and targeted support through Rapid Action Plans, maintaining a relentless focus on achieving strong outcomes for all students.
- **Rich Culture:** Guided by Excellence, Equity, and Integrity, we aim to identify, attract, develop, and retain expertise at all levels, ensuring our schools contribute to the Trust's success over time.

Led by our Chief Executive Officer, Michael McCarthy, our Central Team provides direct services, accountability, leadership, and management to our schools. We operate a strong partnership model, where our partner schools play a crucial role in the Trust's continual growth and development.

Our collaborative approach respects each school's individual identity, empowering them to focus on student achievement and success while being part of a supportive network committed to excellence.

BENEFITS



As a Trust, we want our staff to feel supported and valued. Whether you are a teacher or member of the support team, we want your work to have a positive impact on your health and wellbeing.



A CONTRIBUTORY PENSION SCHEME, MEANING WE'LL SAVE TOGETHER

34 DAYS ANNUAL LEAVE + BANK HOLIDAYS FOR SUPPORT STAFF (PRO-RATED FOR PART-TIME) & 36 HOUR WORKING WEEK FOR FULL-TIME SUPPORT STAFF



EMPLOYEE ASSISTANCE PROGRAM WITH ACCESS TO COUNSELLING AND CBT 24 HOURS A DAY, 7 DAYS A WEEK

A CPD OFFER FOR EVERY MEMBER OF STAFF; TO HELP YOU PERFORM AS WELL AS YOU CAN IN YOUR ROLE, TO HELP YOU REACH YOUR CAREER ASPIRATION



FREE MEMBERSHIP TO VIVUP. WITH HUNDREDS OF EXCLUSIVE OFFERS AND DISCOUNTS AVAILABLE ONLINE AND IN STORE.

ACCESS TO THE LEADING HOME ELECTRONICS LEASE SCHEME, EXCLUSIVE TO PUBLIC SECTOR EMPLOYEES



ENHANCED CONTRACTUAL SICK PAY IN LINE WITH THE BURGUNDY BOOK AND GREEN BOOK, PROTECTING YOU AND YOUR FAMILY

AUTOMATIC PAY PROGRESSION FOR ALL STAFF IN LINE WITH THEIR CURRENT GRADING STRUCTURE



JOB DESCRIPTION



JOB TITLE:	Chief Finance Officer (CFO)
REPORTS TO:	Chief Executive Officer
BASED AT:	Consilium Academies Central Office & Academies as required
CONTRACT:	Permanent
WORKING PATTERN:	Full Time
GRADE:	Leadership Points 25 -29
ACTUAL SALARY:	£93,422 – £103,029

MAIN PURPOSE OF THE ROLE

The Chief Financial Officer is a member of the Executive Team and is responsible for the strategic financial leadership of the Trust. The CFO ensures the long-term financial sustainability of the organisation, leads financial strategy, investment and growth planning, and advises the CEO and Board on financial risk, resource allocation and organisational strategy.

The CFO provides strategic oversight of the finance function, ensuring strong financial governance, sustainability and value for money, ICFP integration, while delegating operational finance management to the wider Finance team.

CORE RESPONSIBILITIES & TASKS

Strategic Financial Leadership

- Lead the Trust's financial strategy, ensuring long-term sustainability and alignment with the Strategic Plan.
- Embed multi-year ICFP into all staffing and curriculum decisions to ensure financial sustainability
- Advise the CEO and Board on financial risks, opportunities, and investment decisions.
- Develop long term financial models to support strategic decision making
- Lead financial planning for Trust expansion, school transfers and capital investment
- Present financial strategy and performance to Trustees and Committees.

Financial Governance & Compliance

- Ensure full compliance with the Academy Trust Handbook, ESFA requirements, and statutory reporting.
- Lead the annual audit process and ensure strong internal controls.
- Oversee financial policies, ensuring transparency, integrity, and value for money.

Budgeting, Forecasting & Performance

- Lead Trust-wide budgeting, forecasting, and financial modelling.
- Ensure accurate, timely management accounts and financial reporting.
- Support school leaders to understand and manage their budgets effectively.
- Oversee budgeting, forecasting, and financial modelling across all schools

Investment, Income Generation & Procurement

- Establish an investment strategy and procure a Trust investment platform
- Generate additional investment income.
- Deliver savings on addressable non-staff spending through collaborative procurement.
- Oversee procurement frameworks and ensure ethical, compliant purchasing.

Supporting Strategic Objectives

- Support pupil number growth by modelling NOR-linked funding and advising on sustainability.
- Support outcomes by ensuring resources are targeted to curriculum and intervention priorities.
- Support attendance initiatives through strategic resource allocation (e.g., breakfast clubs, pastoral staffing).

- Ensure financial planning supports the development of Consilium Evolve and future growth.

Leadership & Culture

- Lead and develop the finance team, ensuring high performance and continuous improvement.
- Promote a culture of financial accountability and integrity across the Trust.
- Work collaboratively with the Trust Leadership Team to ensure joined-up strategic planning.

Associated Leadership Tasks

- Provide coaching, development, and performance management for all finance-related direct reports.
- Ensure financial leaders work collaboratively with operations, education, and school leaders.
- Oversee recruitment, succession planning, and talent development within the finance function.
- Any other reasonable duties commensurate with the level of the role.

CORPORATE RESPONSIBILITIES

- The Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.
- To pursue and promote the achievement and integration of diversity and equality of opportunity throughout the Trust.
- To plan, monitor and review health and safety within areas of personal control.
- To participate in the Trust's Professional Development Review process and engage in continuous professional development and networking to ensure that professional skills and knowledge are up to date.
- To maintain high professional standards of attendance, punctuality, appearance, conduct and positive, courteous relations with students, parents, and colleagues

ADDITIONAL NOTES

- The job purpose and key statements remain indicative and by no means exclusive. Given the evolving needs of the Trust, flexibility among staff is very important. All staff may be required to undertake other such reasonable duties as may be required from time to time in line with the grade of their post.
- An Enhanced DBS Check will be requested on successful application to a position at the Trust.

PERSON SPECIFICATION



Qualifications & Experience	Essential	Desirable
Qualified accountant (ACA, ACCA, CIMA or equivalent) or equivalent professional experience	X	
Senior financial leadership experience in education, public sector, or complex multi-site organisations.	X	
Senior leadership experience in a Multi-Academy Trust or ESFA-funded organisation.	X	
Experience implementing ICFP.	X	
Evidence of continuing professional development	X	
Full Driver's License	X	
Experience in investment strategy or procurement transformation.		X
Accredited School Resource Management Advisor		X
Knowledge	Essential	Desirable
Strong understanding of financial governance, audit, and compliance.	X	
Awareness of relevant current policies relating to educational developments	X	
Excellent knowledge of the funding, regulatory and legislative environment of academies	X	
Skills	Essential	Desirable
Ability to communicate complex financial information clearly to non-financial colleagues.	X	
Highly developed planning and prioritisation skills	X	
Ability to advise Boards and senior leadership on financial strategy	X	
Excellent financial planning and financial risk assessment skills	X	
Ability to travel regularly to all the schools in the Trust's geographical area as and when required	X	
English Fluency	Essential	Desirable
Possessing a relevant qualification for the role attained as part of education in the UK or full taught in English by a recognized institution abroad	X	
Passing an English or Welsh spoken language competency test or possessing a relevant spoken English qualification at CEFR Level B1 or above, taught in English or Welsh by a recognized institution abroad.	X	