



# Finance Director

June 2025



Thank you for your interest in Right to Succeed. We are excited to be recruiting a Finance Director to build on the great work the charity is doing and to help us achieve even more.

This is a pivotal role in a charity that is growing quickly, driven by greater demand for community led change approaches and the growing impact track record and evaluations of the charity's work.

We need a Finance Director that can help the charity transition to being a major charity in the next couple of years (£10+million direct income), supporting the charity to become more and more effective in how it uses and manages its finances. The role will be both hands-on (working with a wonderful finance team and colleagues from across the organisation) and strategic (working directly for the Chief Executive and advising the senior executive and trustees on how the charity makes the most of the resources available to it).

### Our Journey

Launched in 2015, Right to Succeed is a charity that supports communities in areas of high deprivation to work collectively to give children and young people the best start in life. We do this because we believe every child deserves the right to succeed, no matter where they live.

Our role is to support communities to collectively define and deliver the change they need and want for their children, young people and families, and we now serve over 50,000 children and young people across 10 communities all in the bottom 5% of the indices of multiple deprivation.

We're very proud of what these communities are achieving with our support, with major impacts across education, children's social care, post-16 destinations and engagement in wider activities across our communities. A recent evaluation by the University of Manchester has described one of our most established projects as "a potential template for community transformation nationally".

We are growing quickly, and expect that to continue for the next few years as place-based change becomes a national focus. Now is an inspiring time to join Right to Succeed and help us transform outcomes for children. We are keen to encourage applications from those with lived experience of overcoming one or more of the issues our programmes seek to address, as we understand the extra value that this brings to understanding our programmes.

We look forward to meeting you.

Yours sincerely,



Graeme Duncan, Chief Executive



## Job Details

<b>Title:</b>	Finance Director
<b>Reports to:</b>	Chief Executive Officer
<b>Direct Reports:</b>	Finance Manager
<b>Contract Type:</b>	Permanent
<b>Location:</b>	Contractually based from one of our RTS offices with flexibility to work from home, subject to business requirements and line manager approval
<b>Hours:</b>	5 days per week (37.5 Hours) Worked between Monday- Friday
<b>Salary:</b>	Executive Director Range £65,000-£68,000 FTE salary, (5% employer pension contribution, Mediacash and group life assurance, 27 days annual leave per annum for FTE plus bank holidays)

## Role Summary

The Finance Director will be both a hands-on and strategic role, working to ensure that the charity is making the greatest possible use of the resources available to it. You will lead the finance team (currently 2 FTEs) and work on financial planning, management and reporting, feeding into the Charity's organisational and strategic goals and work closely with the Chief Executive, Senior Leadership and Leadership Teams to provide effective financial direction to the Finance Committee and the Board of Trustees.

## Key Objectives of the role

### 1. Strategic Financial Leadership

- Advise the CEO, Senior Leadership Team (SLT), and Trustees on strategic and operational finance matters.
- Ensure finance plays a central role in strategic planning and decision-making.
- Identify and respond proactively to financial risks, challenges, and opportunities.

### 2. Financial Management and Control

- Manage all financial aspects of the organisation ensuring robust systems, controls, and processes.
- Supervise the design, preparation, and accuracy of all financial reports, forecasts, and accounts (e.g., management accounts, budgets, cashflows).
- Maintain strong financial control and ensure high-quality forecasting and budget monitoring.
- Ensure the organisation meets high standards in budgeting, accounting, and financial reporting.

### 3. Reporting and Compliance

- Report to the Finance Committee three times a year and ensure follow-up on trustee actions.
- Provide executive support to the Finance Committee.
- Produce and present financial reports clearly for both financial and non-financial audiences.
- Ensure compliance with all regulatory requirements (Charity Commission, HMRC, audit, etc.).
- Ensure statutory accounts are prepared under Charity SORP and manage audit processes.

### 4. Support for Programme and Fundraising Teams

- Ensure teams have access to the financial information needed for effective delivery and fundraising.
- Ensure that programme and fundraising teams have the templates, resources and support they need to effectively budget the finances for delivery programmes
- Collaborate on funding applications and monitoring reports with Programme and Fundraising teams.
- Support fundraising efforts through financial insights and reporting.

### 5. Budgeting and Reserves

- Oversee the annual budget-setting process and manage financial planning across the organisation.
- Ensure an appropriate reserves policy is in place and that unrestricted reserves are maintained through accurate budgeting and forecasting.

### 6. Risk and Legal Oversight

- Lead on financial risk management and ensure risks are regularly reviewed and mitigated.
- Manage insurance renewals and claims.
- Review all supplier contracts and grant agreements from financial and risk perspectives.
- Ensure procurement processes are robust and adhered to across the organisation.

### 7. Team Leadership and Development

- Lead the Finance Team, ensuring clear accountability and high performance.
- Support, develop, and line-manage the Finance Manager and others as required.
- Conduct regular performance reviews and 1:1s.
- Serve as a member of the organisation's Leadership Team, contributing to overall strategic leadership.

Please note the critical responsibilities of this role are described above. They may be subject to reasonable changes in line with organisational needs.

## Person Specification

### Experience (Essential)

- 5+ years or more demonstrable experience in a commercial organisation and/or a charity and operating at senior management/ director level.
- Proven experience of budget setting, financial procedures, management accounting, risk and asset management.
- Experience of working collaboratively across functions within an organisation.
- Experience of process improvement and system change management
- Experience of successfully developing and implementing financial policy and strategic plans.
- Experience in implementing change successfully to finance systems and processes.
- Experience of using Xero/Sage or other accounting software platforms.
- Experience of working with external auditors.

### Skills (Essential)

- Excellent leadership skills and the ability to enthuse, motivate and develop a team that delivers results
- Ability to communicate financial information clearly to non-financial colleagues and trustees.
- Excellent communication skills, both written and oral, with the ability to influence senior stakeholders.
- Professional and resourceful, with the ability to work independently and as part of a team.
- Ability to model and instill the Right to Succeed values as outlined below.
- Intermediate to advanced excel skills (pivot tables, vlookups, etc would be desirable)
- Ability to implement new software and systems and identify improvements needed.
- Ability to develop and implement long-term financial strategies aligned with organisational goals.
- Strong forecasting, budgeting, and financial modelling skills.

### Knowledge and Qualifications (Essential)

- ACA, ACCA, CIMA or equivalent qualification
- Knowledge of the Charities Statement of Recommended Practice (SORP), or a willingness to develop this early in the new role

Our Values	Key Competency 1	Key Competency 2
<b>Commitment</b>	Deliver excellent services to our funders and commissioners	Leading a team committed to delivering a mission
<b>Integrity</b>	Uphold principles and values	Follow through on responsibilities
<b>Humility</b>	Approach our work with professional curiosity	Demonstrate learning and the application of your learning
<b>Curiosity</b>	Proactively exploring new funding for development opportunities	Ability to quickly build own knowledge of new programmes and environments



Collaboration	Build effective relationships	Influence and negotiate the conditions to create an impact
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## Equal Opportunities

Right to Succeed is an Equal Opportunities Employer and is committed to ensuring no candidate or employee receives less favourable treatment on the grounds of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, religion or belief, sex or sexual orientation.

Diversity and Inclusion is critical to our success and we actively seek to recruit, develop and retain talented people from a diverse candidate pool.

We particularly encourage applications from those candidates with lived experience of the issues our programmes seek to address as we recognise the value this adds to the delivery of our services.

As a Disability Confident employer we would encourage any applicants who need assistance or alternative versions of our recruitment pack to get in touch so that we can help.

We're proud to be an organisation that is aligned to the 'happy to talk flexible working' campaign and will positively consider all applicants who wish to discuss flexible working arrangements.



## Background checks

Due to the nature of the role and the work Right to Succeed carries out we will ask the successful candidate to complete an Enhanced DBS check and any offer of employment will be subject to this background check, along with references from previous employers and checks on their right to work in the UK.

As an equal opportunity employer Right to Succeed does not discriminate against those with criminal records and any information disclosed on the background check will only be considered against the risk that could be posed to our staff members or the recipients of our work, and we comply in principle with the DBS Code of Practice.

## How to Apply

To apply for this position, please submit a CV and a supporting statement including your motivation for applying and how you meet the criteria for the role to [recruit@righttosucceed.org.uk](mailto:recruit@righttosucceed.org.uk) by **COP Friday 27th June 2025**

Unfortunately, we can't consider any candidates who do not submit a supporting statement.

Your supporting statement must not exceed two pages and should cover your motivation for applying for the role and how your skills and experience meet the criteria outlined in the Person Specification.

If you need any advice or guidance on the application process, please contact:

[recruit@righttosucceed.org.uk](mailto:recruit@righttosucceed.org.uk)

## Timetable

Applications invited by: **COP Friday 27th June 2025**

First Stage Interviews: **11th July 2025**

Second Stage Interviews: **17th July 2025**

Start Date: **August / September 2025**

Please note we will be interviewing candidates as applications are received and may close the vacancy earlier if a suitable candidate is identified. Candidates are advised to apply as early as possible.

## Queries

For queries about the role or for additional information, please contact: [recruit@righttosucceed.org.uk](mailto:recruit@righttosucceed.org.uk)