



# Director of Finance

## Candidate Information Pack

March 2026



Image: Broken Silence group project in London, Face Front Theatre



# Welcome from our

# Chief Executive

We are very pleased that you are interested in joining our friendly team.

People's Health Trust is a national charity working with local communities across Great Britain to stop people dying too young, help them live longer, healthier lives and make health equal.

Life expectancy rose for a hundred years, but in the last decade it has gone backwards — with the steepest declines in the most disadvantaged areas. Across Great Britain, people in these neighbourhoods die up to 13 years earlier than those in the wealthiest places. These inequalities are driven by changeable factors such as poor housing, low-paid work, and limited access to good education, clean air and natural spaces. People's Health Trust exists to end this unfairness and ensure everyone has the chance to live a long, healthy life.

Our work focuses on:

- programmes supporting people living in the most disadvantaged neighbourhoods to address the conditions that make them unwell — from poor housing and limited access to advice services, to a lack of natural space and pathways into good work.
- using data, evidence and community expertise to design solutions, not just restate problems. Our work improves health and wellbeing from cradle to retirement.
- our lived experience network – made up of over 600 grassroots leaders from across England, Scotland and Wales – works directly with us to share evidence of the impact that poor housing, low income, poor jobs and poor education have on the lives of their communities, as well as timely and cost-effective solutions.

With a strong interest in social justice, the Director of Finance will be a member of the Leadership Team responsible for ensuring the Trust's financial viability and statutory compliance, along with providing strategic oversight of performance management and robust risk management to safeguard the Trust's long-term sustainability.

A qualified accountant, you will be skilled in the development and implementation of financial strategies to manage, safeguard and maximise income and have direct experience of managing financial processes and controls, including preparing management accounts. You will also have direct experience of managing organisational progress against strategic objectives and direct experience of charity or corporate governance, including risk management.

If you think you fit the bill, we would love to hear from you.

*John Hume*

John Hume

# About us

## Who we are

### Strategic priorities 2022-2026

Our four strategic areas of work are:



1. We will **listen to and support** marginalised groups to speak out about their experience of health inequalities.



2. We will **build evidence and practice** around what works to address health inequalities.



3. We will **speak clearly and boldly** on the avoidable inequalities in health faced by marginalised people.



4. We will **develop as a diverse, equitable and inclusive** organisation and funder.

Our objectives place a clear emphasis on the Trust listening to marginalised groups and speaking clearly and boldly on the avoidable inequalities in health faced by marginalised people. We will build our evidence on what works and influence policy and decision-makers through local and national partnerships, and we very much welcome opportunities to form new partnerships with others.

**people's  
health  
trust**

**people  
make  
change**

**we  
help it  
happen**

# Looking after our staff

## Project visits

All staff are encouraged to visit our project and experience the work of the communities we fund.

## Prioritising wellbeing

We have an employee assistance programme to support you in and out of work, 24 hours a day, 7 days a week.

As part of our wellbeing commitments, all staff can have a wellness action plan in place to support their health.

## Our values

Our [values](#) are at the core of everything we do and are reflected in how we work with staff and our partners.

## Developing our staff

We are committed to developing our staff. We have regular performance reviews and development opportunities to support your growth.

## Key benefits

25 days' holiday, plus bank holidays a year.

To support your travel to the office, we offer interest free season ticket loans and a cycle to work scheme that lets staff buy a bike in instalments. Our office offers secure bike parking.

We offer a pension contribution of 6% of annual salary

Life assurance cover equivalent to 3 times your annual salary

## Hybrid Working

Staff work from home for up to 60% of their week.

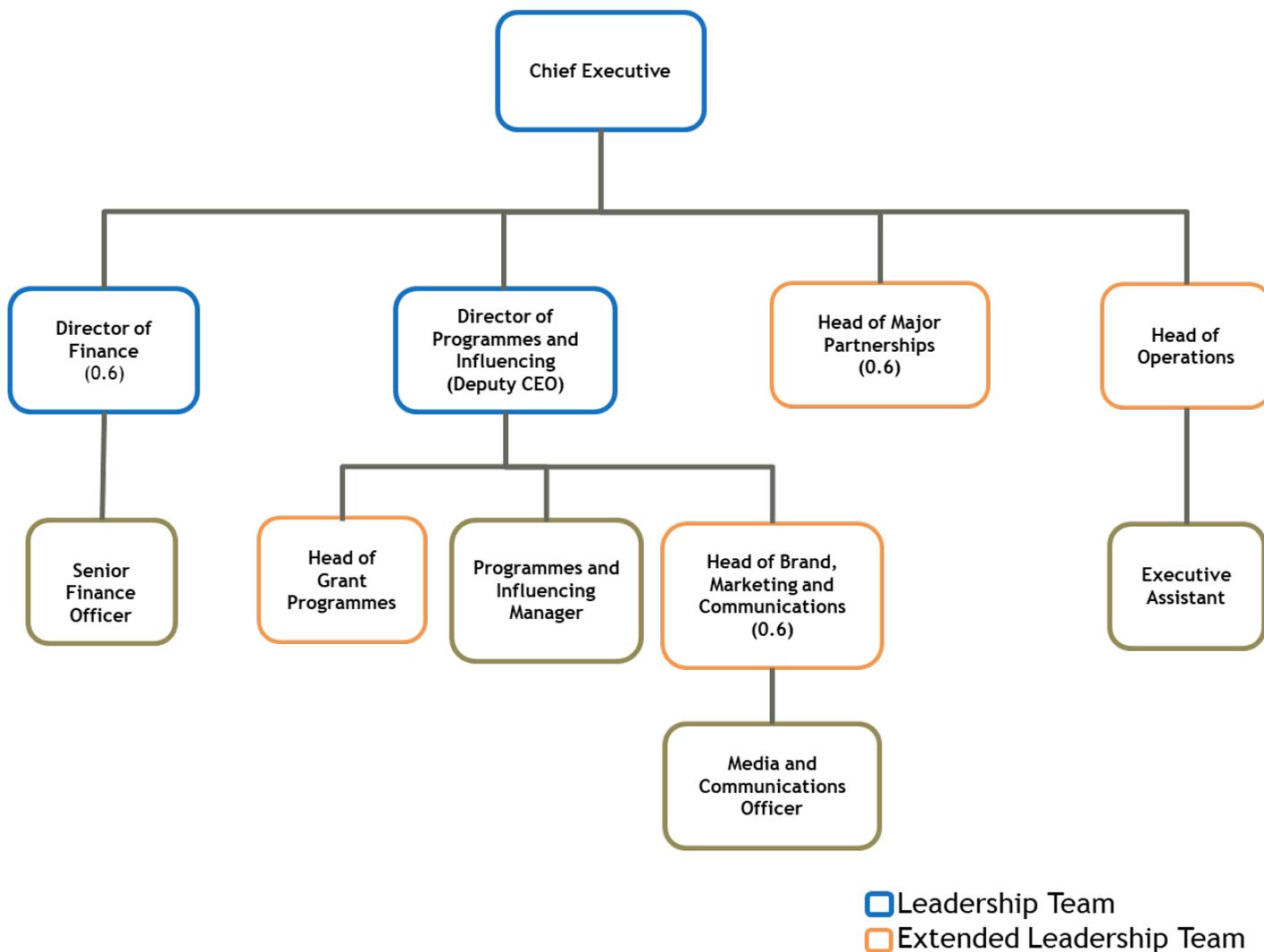
## Living Wage Employer and Funder

We are committed to being a Living Wage Employer and Living Wage Funder.

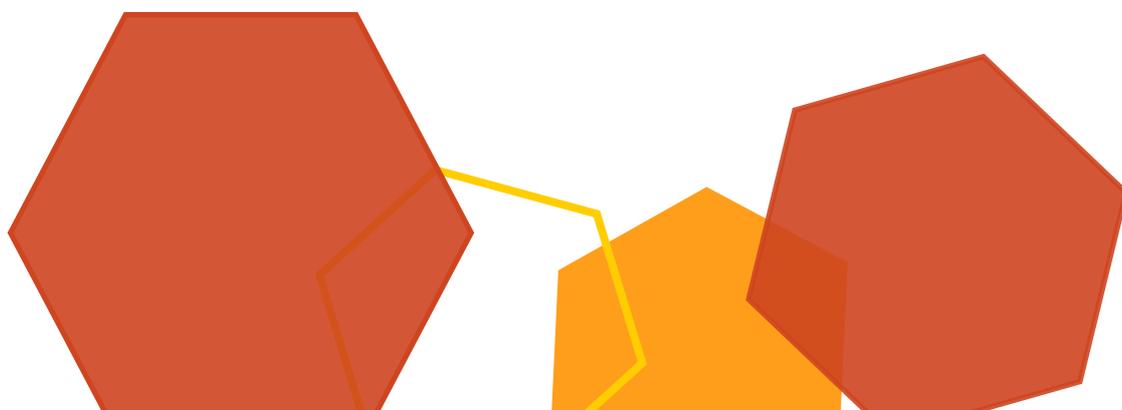
# Equity, diversity and inclusion

We are committed to strengthening our approaches to equity, diversity and inclusion (EDI) as an organisation and as a funder and we have a published (and very much alive) EDI strategy. We aim to have a staff team in place that represents the communities we serve, including having the necessary range of skills and perspectives. We are committed to providing a safe place of work, free from racism, oppression and bigotry.

# Our team



More information on our staff, and our board of Trustees is available on our [website](#)



# The role

## Director of Finance

**Salary:** £84,500 gross per year pro-rata

**Hours:** 21 hours per week

**Location:** London (hybrid, with a minimum of 40% of contractual hours in the office)

**Responsible to:** Chief Executive

**Responsible for:** Senior Finance Officer

**Professional qualifications:** contribution to professional fees and CPD time

# About the post

With a strong interest in social justice, the Director of Finance will be a member of the Leadership Team responsible for ensuring the Trust's financial viability and statutory compliance, along with providing strategic oversight of performance management and robust risk management to safeguard the Trust's long-term sustainability

# Key Responsibilities

### Equity, diversity and inclusion

- be a leader who actively supports our anti-racism and anti-oppression intentions and who creates processes which ensure marginalised people's health is not compromised by discriminatory practices

### Strategy

- work directly with the CEO and Board in setting and delivering the organisation's direction

### Financial leadership

- to lead the development of strategic financial planning to ensure the sustainability of the Trust

# Key Responsibilities (cont.)

## **Operational systems**

- ensuring strong financial management with robust systems and processes are developing and operating

## **Governance**

- lead the audit and Financial Statement and Trustees' Report processes. Ensure compliance with regulators on all matters and work effectively with the Board and committees

## **Performance management**

- working with the leadership team, lead the Trust's internal reporting on progress against the strategic plan

## **IT leadership**

- overseeing IT strategy with dotted line to the Head of Operations

## **New business**

- to support the Trust in seeking new business through corporate partnerships, trusts and foundations, high net worth individuals and any other means

## **Risk**

- lead the Trust's risk management framework through monitoring and reporting across the Trust at governance, strategic and operational level

## **Insurance**

- ensure the Trust has appropriate and cost effective cover in place

## **Data protection**

- oversee the Trust's data protection, ensuring the Trust's policies, procedures and practices, including data deletion, are up-to-date

# What you will bring to the role

- Experience leading the development of financial strategies and offering advice and recommendations to the Board and CEO.
- Leading financial planning and controls, including preparing of management accounts at a senior level
- Experience of leading organisational progress against strategic objectives
- Experience of charity or corporate governance, including risk management
- Experience of successfully working at a senior level with a range of senior stakeholders, including presenting to board, committees and external funders.
- Good understanding of data protection legislation
- Understanding of IT environments and systems (desirable) or a willingness to learn
- Qualified accountant, with current membership of ICAEW, ACCA, CIPFA, or ICAS

# Our competencies

## Teamwork

Working co-operatively, building and nurturing strong relationships both within and outside of the Trust.

## Effective Communications

Demonstrates the ability to communicate concisely, accurately and persuasively, verbally and in writing, with a range of audiences, appropriate to the role.

## Personal Effectiveness

Demonstrating effective working practices, striving to deliver high performance.

## Commitment to Excellence

Setting high standards of performance for self and others in meeting the needs of the Trust; seeking to be the best in all that we do, and continually improving both personally and professionally; identifying, understanding and giving priority to meeting the needs of customers and other stakeholders.

## Strategic Leadership

Contributes strongly and creatively to the development and articulation of the future direction of the Trust, driving and motivating others to achieve long-term goals

## People and Resource Management

Achieves results through efficient and effective management of people and resources. Creates a diverse and inclusive environment enabling individuals to achieve their maximum potential

## Expert / Technical Knowledge

Demonstrating the best use of required knowledge in specified areas, ensuring continuous learning and development.



# How to apply

Please forward a CV together with a supporting statement, no longer than 800 words. This should set out your interest in the role and how you meet the following essential criteria:

- Experience leading the development of financial strategies and offering advice and recommendations to the Board and CEO
- Leading financial planning and controls, including preparing of management accounts at a senior level
- Experience of leading organisational progress against strategic objectives
- Experience of charity or corporate governance, including risk management
- Good understanding of data protection legislation

Please use these as headings in your supporting statement.

**Please send your CV and supporting statement to [alex@givingbackrecruitment.co.uk](mailto:alex@givingbackrecruitment.co.uk) by**

**9 a.m. on Tuesday 7 April 2026. Please also complete our monitoring form as part of your application.**

Interviews will be held in person on Friday 24 April 2026, at our office in London.

Our diversity data shows that we are currently underrepresented by certain groups of people. We particularly encourage applications from people from racially minoritised communities, disabled people and people from disadvantaged backgrounds.

We are committed to being a **Disability Confident Employer**. This means that we are committed to the recruitment, progression and retention of disabled individuals. If you are disabled and have the essential skills and experience to do the job, we will invite you for interview. If this applies to you, please ensure you indicate this on your email when you submit your application.

If you require any additional support with your application please get in touch. This particularly applies to people who need us to make reasonable adjustments under the Equality Act 2010. For example, if you:

- would like this document in a different format,
- would like to make an application in a different format
- require the support of a BSL interpreter

You can contact us to discuss support by:

Telephoning 07304 294589

Emailing [alex@givingbackrecruitment.co.uk](mailto:alex@givingbackrecruitment.co.uk)