

Strategic Finance Manager (multiple roles x3)

Salary: £66,419 - £86,845

Closing date: Wednesday 30th April 2025

Slough is a dynamic economic hub at the gateway to London and the Thames Valley, with excellent transport links including the Elizabeth line and proximity to Heathrow Airport. We are seeking exceptional finance professionals ready for a challenging, career-defining role. With a new S151 officer and a balanced budget for 2025/26, we are poised for financial resilience and a bright future. Our Finance and Procurement Teams have a robust improvement programme focused on career development. Be part of our critical transformation and thrive in a supportive, demanding environment.

We are seeking dynamic finance professionals to lead three critical services areas specifically Children's Services, Strategy & Reporting and Capital & Treasury. Join our Finance and Commercial senior management team to lead and collaborate with council Members, services, partners, and stakeholders. Drive the council's objectives and priorities, model our values, and build a highly effective organisation delivering great value to residents.

SFM Treasury and Capital

We are seeking a dynamic finance professional to lead the Council's Treasury Management and Capital Strategy functions, including development and coordination of the capital programme. You will lead on development of the Treasury Management Strategy, and reporting on its performance, manage the Council's cash, borrowing and investments, and ensure we operate in accordance with professional standards. You will lead a team of 6, to deliver the highest standards of treasury management, ensure our members and key stakeholders understand the importance of effectively managing our cash, and support our key strategy of debt reduction – and delivering best value for our residents.

SFM Children's Services

We are seeking a dynamic finance professional to lead the Children's Services finance team. Leading a team of 6, the current focus is on Education Finance, particularly the High Needs block of the DSG and financial oversight of our Safety Valve agreement. During the year, the role is due to assume responsibility for financial oversight of Slough Children's First, our wholly owned company delivering Children's Social Care.

SFM Strategy & Reporting

We are seeking a dynamic finance professional to lead the Strategy & Reporting function. The role is in a small team but will work closely with the S151 officer and the Director of Financial Management and Strategy. The focus of the role will be to drive the Council's Medium-term financial strategy and oversee the creation of Budgets as well as in-year reporting. The role will build relationships with senior leaders in the Council and fellow professionals within the department

Join our Finance and Commercial senior management team to lead and collaborate with council Members, services, partners, and stakeholders. Drive the council's objectives and priorities, model our values, and build a highly effective organisation delivering great value to residents.

What you will do:

- **Financial Strategy:** Shape the service area's direction, develop medium-term financial plans, and foster continuous improvement.
- **Service Leadership:** Lead service delivery, improvement, and performance, providing inspirational leadership to your team.
- **Stakeholder Engagement:** Communicate and influence within the council and with external partners to delivery best-in-class services for residents.

- **Business Change:** Lead change management programs for continual improvement and support staff in a period of transformation for the council.
- **Compliance:** Ensure activities comply with council regulations and manage performance and risk.

Your skills:

- Proven track record in leading and developing significant transformational change ideally within local government
- Experience of either one of the three critical service areas Children's Services, Strategy & Reporting or Capital & Treasury
- Knowledge of local government issues, public sector management, and statutory responsibilities
- Building partnerships and productive relationships within complex policy and service environments
- Successful resource management in multi-disciplinary environments, managing large budgets, business planning, and performance management
- Commissioning and analysing data to inform future strategy and policy

Are you ready to lead and transform Slough's financial landscape? We need resilient, adaptable professionals who can develop sustainable strategies, drive procurement excellence, and support broader economic objectives. If you thrive on complexity and see challenges as opportunities, join us in making a real difference. We offer a genuine career-defining opportunity for those who are prepared to step up, challenge the status quo, and make a real difference. If you are a finance professional who thrives on complexity, sees challenges as opportunities, and wants to be part of a transformative journey, we want to hear from you. Apply now and turn potential into performance.

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For more information please contact Andreas Efthymiou, CIPFA Penna on Andreas.Efthymiou@penna.com / [D +44 \(0\) 7546 415 794](tel:+44207546415794)

Job Description

Strategic Finance Manager

As a member of the FCLT team, this post is directly responsible for up to 12 staff based on rotation

Finance Managers x10

Finance Accountants x2

Main purpose of Job:

As a member of the Finance and Commercial senior management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

Lead by example in modelling and embedding the council's values and behaviours to help build a sustainable highly effective organisation and develop our reputation as a successful council delivering great value for its residents.

Provide outstanding leadership and direction to the service, driving service transformation and ensuring excellent joint working with Members and other stakeholders.

Main Accountabilities:

- **Financial Strategy development**

Help shape the direction of the council to drive forward the public service reform agenda and ensure delivery of its priorities and value to residents. Lead on the development and delivery of medium-term financial planning for the authority which provides the financial parameters for supporting a strategic vision for the future development of affordable services, to enable the council to meet its future challenges, fostering a culture of continuous improvement.

- **Corporate leadership**

As a senior leader working as part of the distributed leadership network of the council, work together to drive forward and accept collective responsibility for a range of departmental and cross-cutting initiatives which are required to ensure changes are embedded in a sustainable way throughout the organisation. Provide corporate leadership that encourages our staff to recognise their contribution to the strategic objectives the council has set.

- **Service leadership and management**

Lead the integrated delivery, improvement, management and performance of the service, commissioning and directing activity within the council and externally as required, and ensuring overall objectives are translated into effective plans and that the service is efficient and locally responsive. Provide inspirational and professional leadership to staff, strengthening skills and competence and fostering a strong culture of standards, performance and accountability.

- **Resources / Financial management**

Ensure tight budgetary control and prioritise use of resources and assets to support the delivery of the council's corporate vision and help ensure that the council receives value for money from its expenditure. Drive and/or support the development of outcome-based commissioning models to better ensure strong price competition and transfer of risks through contracts with third parties. Champion and drive the development of commercial opportunities where appropriate.

- **Partners and stakeholders**

Actively engage, communicate and influence within the council, across partners and with the wider local and central government community to champion the council's approach to unified public services. Foster the bringing together of local services and decisions across agencies to reduce demand and help communities more independently support themselves.

- **Business change**
Lead, develop and ensure implementation and review of change management programmes to deliver continual improvement. Assist the Chief Executive and Executive Directors in developing a single council-wide corporate culture to engender a strong and shared approach to delivering services and provide better support for staff to deliver savings.
- **Compliance**
Ensure that all activities within the service comply with the council's constitution, Standing Orders, financial regulations, health and safety and safeguarding responsibilities and that effective systems operate within the service to manage performance and risk.
- **Equality and diversity**
Uphold and promote the aims of the council's equality and diversity policies to ensure non-discriminatory practices in all aspects of work, and that diversity is embedded in everything, from workforce planning and policy development to planning service delivery.

Specific responsibilities

- Lead on the development and delivery of medium-term financial planning, coordination of the Council's annual budget process, in conjunction with Executive Directors, Service Directors and Finance Business Partner colleagues. Lead on the alignment with Corporate and Service planning processes and key strategies such as the Treasury Management Strategy. The key aim is delivery of longer-term financial sustainability in a complex and financially challenged authority. Ensure processes in place for effective growth assumptions and savings.
- Lead and coordinate financial monitoring processes across the Council ensuring regular reporting to Members and the Council's Corporate Leadership Team. Ensure the monitoring processes are fit for purpose and provide information that align financial and service delivery, providing insight to decision-makers on reasons what is driving variations from budget and service plans, working closely with Finance Business Partners, and coordinating processes for development of financial mitigations. Deliver an annual outturn report that provides information that aligns to what is required in a Narrative Statement for the Annual Statement of Accounts.
- Foster a high-performance culture including carrying out internal service reviews to improve value for money, efficiency and ensure the service is at the leading edge of service delivery and development and deliver an efficiency savings target for their service to be determined by the Director of Finance's Management team annually
- Be an effective lead on improving finance projects including leading a team of staff, developing a project initiation document and a project plan ensuring projects deliver agreed outcomes successfully and on time; drive a planning and programme and project management culture and lead on post implementation reviews
- Rapidly assess the implications of all emerging and potential issues / new policies and ensure the Director of Finance is promptly and fully briefed
- To undertake any other duties within the team commensurate to the post, as required, and to be rotated to other posts within the department as required in line with the business needs of the department.

Person Specification – Strategic Finance Manager

Qualifications	Essential / Desirable
Relevant professional qualification: CCAB / CIMA or overseas equivalent	E
Degree qualified	E
Evidence of CPD	E
Experience	

Substantial experience, evidenced by a track record of success, leading and developing a significant organisational function or service in a large multi-disciplined organisation with comparable scope, budgets and resources	E
Demonstrable experience of establishing and building partnerships and productive working relationships within a complex policy and service environment with senior managers and councillors, and a wide range of other bodies, such as partner organisations, communities, public agencies and statutory bodies.	E
Evidence of successful resources management in a multi-disciplinary environment, as well as a successful track record in managing large budgets, business planning, quality and performance management including formulating budgets and financial models, resolution of conflicting priorities, applying rigorous planning challenge monitoring and control procedures.	E
Experience of commissioning and leading the analysis of a range of data, e.g. comparing the Council's income and expenditure against other local authorities and other organisations, drawing together suggestions about future strategy and policy	E
Managing and successfully delivering a number of projects simultaneously, a knowledge of project management and of implementing and operating major changes to service provision; advising on preparation of full business cases for investment decisions including the ability to apply options appraisals and evaluation techniques.	E
Skills and abilities	
Proven ability to manage political and cultural issues and deliver project, programme and change management programmes.	E
Ability to translate strategic objectives into operational plans.	E
Ability to deploy advanced interpersonal skills to inspire, motivate, coach and develop team members to high levels of performance.	E
Advanced relationship and stakeholder management skills and skilled in written and verbal communication to influence and engage others effectively.	E
Excellent financial and budget management skills with the ability to deliver economies through creative and efficient working practices. A commitment to equality and diversity, both as a leader and a service deliverer, with an ability to demonstrate personal leadership on the importance of diversity.	E
Superior and demonstrable commercial, financial and analytical skills, for example, to analyse complex problems, develop business models, investigate and evaluate options and opportunities, advise on full and robust business models, and risk management	E
Knowledge and understanding	
Knowledge of the issues facing local government and those relevant to service/functional responsibilities, together with the legal, financial and political context of public sector management and the statutory responsibilities of this post.	E
Ability to deploy a substantial body of knowledge of leading edge business, financial and commercial techniques and of all the accounts and systems that underpin the financial integrity of the council, a relentless drive for efficiency, continuous improvement and high standards of excellence including actively seeking customer feedback and responding to it effectively.	E

