

## **ADVERT**

### **Finance Business Partner**

**Ref: ME2324078**

**Hours: 37 hours per week**

**Salary: Up to £36,468 (Dependent on skills, experience and qualifications)**

**Reporting to: Head of Finance**

**Primary Location: Northampton, Booth Lane Campus**

**Closing Date: Sunday 28<sup>th</sup> July 2024**

**Interview Date: Monday 19<sup>th</sup> August 2024**

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## About Northampton College

Northampton College is proud to be the leading provider of further education in the South East Midlands region. As a College, who have been rated by Ofsted as 'good' with outstanding features, we are committed to developing the professional and technical skills of our students, who are the workforce and leaders of the future.

## The Team

The Finance Team are responsible for delivering accurate, reliable and timely financial management information and aims to provide a high quality, customer-focussed professional service, whilst adhering to strict accounting and funding body regulations. The team are proud to support Northampton College's culture of high standards, an inclusive working and learning environment, and a professional committed workforce who are focussed on supporting our students to achieve the best they possibly can.

## The Role

This is a key role in the Finance team and the post-holder will have responsibility for supporting financial planning, collaborating with curriculum departments on budgets, forecasts and procurement, analysing spending patterns and forecasts, and ensuring compliance with College and Department for Education regulations.


## The Successful Candidate

**The successful candidate's knowledge, skills, experience, abilities and qualities will include:**

- Excellent analytical skills with the ability to identify anomalies and reconcile data efficiently.
- Highly IT literate with extensive knowledge of Microsoft Excel and Word software/capacity to use Microsoft Outlook proficiently.
- Experience of developing and reporting financial information to senior managers
- Collaborative team player, able to effectively communicate complex financial concepts to non-financial colleagues.

## Rewards and Benefits include

- 39 days annual leave, comprising 28 personal days, pro rata (1 September – 31 August), including 8 bank holidays and 3 closure days. The College reserves the right to designate up to 3 closure days per holiday year.
- Discounts through membership of the NUS, ranging from Student Prime (Amazon), to eating out, fashion, beauty, entertainment, technology and travel.
- Eligible to join the Local Government Pension Scheme (a defined benefit scheme including an employer contribution rate of 25.40%).

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- Right to request flexible working from start date.
  - Access to continued professional development.
  - Free car parking and electric car charging facilities.
  - Gym facilities.
  - 24 hours per day, 365 days per year Employee Support Helpline.
  - Enhanced maternity/shared parental and paternity schemes.
  - Paid Compassionate Leave - up to five working days paid absence (in a rolling twelve-month period) on compassionate grounds in the event of bereavement or serious illness of a close relative)

If you would like to be a part of our successful team please go to <https://www.northamptoncollege.ac.uk/working-for-us.html> for further details on how to apply.

**This post will require a Disclosure and Barring Service (DBS) check.**





# **Job Description & Person Specification**

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## Northampton College

Northampton College is proud to be the leading provider of further education in the South East Midlands region. As a College, who have been rated by Ofsted as 'good' with outstanding features, we are committed to developing the professional and technical skills of our students, who are the workforce and leaders of the future.

The College has a culture of high expectations and high achievement, with 95% of students passing their qualifications and 94% progressing into employment or further study. The expertise, professionalism and commitment of all our staff is critical to the students' and College's success as we strive for excellence in everything we do and our ambition to be an outstanding College.

## Values

- Strive to always be excellent
- Respect and support each other.
- Put students at the heart of our college.
- Ensure the wellbeing of staff and students, build resilience, and celebrate differences.
- Make sure employer needs are at the heart of our plans.
- Be a positive influence in our community.

## Working as part of the team

The Finance Team are very proud to support Northampton College's culture of high standards, an inclusive working and learning environment, and a professional committed workforce who are focussed on supporting our students to achieve the best they possibly can.

## Role Specification

### Duties and Responsibilities

- Support financial planning and analysis within the Northampton College.
- Assist in budget preparation, variance analysis, and collaborate with College departments to understand and address their financial position, including income and expenditure forecasting.
- Assist in monitoring and controlling departmental budgets and the College's overall pay and non-pay budgets, identifying areas for improvement, and contributing to the development of expenditure and procurement plans.

- Analyse departmental spending patterns, identifying opportunities to enhance value for money and promoting efficient resource allocation.
- Assist in ensuring all financial transactional activities are entered into accounting systems correctly and promptly.
- Liaise with internal stakeholders to provide financial guidance, ensuring alignment with organisational objectives and work closely with the MIS team to reconcile income figures.
- Provide guidance on compliance with internal procurement processes for College Managers and ensure compliance with financial policies across College departments.
- Provide training and support to academic staff on financial aspects related to income, expenditure and procurement processes.
- Generate financial reports, dashboards, and conduct financial modelling to support reporting and decision-making at all levels in the College.
- Support the Deputy Principal and the Head of Finance with the production of Board, Committee and Executive Team papers and reporting tools.
- Assist in preparing financial presentations for internal and external stakeholders.
- Contribute to the development and improvement of financial processes and procedures.
- Undertake duties associated with being the main administrator for online bank accounts.
- Supporting the production, maintenance and review of the College's cashflow forecast and Management Accounts, providing analysis and narrative as required.
- Support the year-end process, including providing evidence and explanations to auditors.
- Provide contingency support for the payroll process where required, developing a good understanding of the College's payroll process and pay budgets.
- Assist the Head of Finance with timely and accurate completion of the College's VAT returns.
- Stay updated on relevant financial regulations and policies affecting the further education sector in England.

### **Generic Business Support**

- To support and contribute to the friendly and supportive ethos of the Faculty/Department, particularly in communications with learners and staff.
- To maintain the highest professional standards.
- To participate on appraisal and staff development.
- To treat colleagues with dignity and respect.
- To demonstrate an understanding of the significance of equality of opportunity and diversity and implement it in all aspects of your work.
- To carry out any other duties as required by the organisation including supporting College Open Events and invigilating examinations.
- To ensure a healthy and safe working environment at all times and take reasonable care for your own safety and that of other College users.
- To comply with all approved College policies and procedures.

- Ability to travel to other College sites as and when required.

The above list is not exhaustive. The responsibilities and duties may vary from time to time without changing the character of the post. You will be expected to adopt a flexible approach to ensure the efficient and effective running of departments.

## Other Information

### Dignity, Diversity and Inclusion

Northampton College is proud of its diverse cohort of students and is committed, morally and through statute, to the values of equality, diversity and inclusion.

To embed this throughout the College we encourage and welcome applications for job vacancies from people of all backgrounds. Our recruitment and selection processes incorporate anonymity of protected characteristics at both the shortlisting of applications stage and through selection process, wherever feasible.

This, along with other measures that promote full and fair consideration of all applications, along with the College's implicit ethos of inclusion, enables the College to promote equality of opportunity and eliminate unlawful discrimination on the grounds of: sex; race; disability; age; sexual orientation; gender reassignment; religion or belief; marital status, or pregnancy and maternity.

All members of the College's staff community are required to adhere to, and promote, the College's values of respect for each other, dignity, diversity and equal opportunity, enabling the continual evolution of a culture of inclusion, where diversity and difference is embraced and open, positive discussion is genuinely valued.

As importantly, the College will not tolerate unlawful discrimination, harassment or victimisation within the organisation.

Northampton College prides itself on being the College of the community and its role in enabling access to education and the provision of an inclusive learning environment, where respect and differentiation in learning is fundamental to our students' success.

### Safeguarding


The College is committed to safeguarding the welfare of its students, staff and visitors.

Safeguarding checks, for example obtaining employment references and the completion of Disclosure & Barring Service (DBS) checks for all new/potential employees and regular visitors to the College, help ensure the safety of our College environment.

It is compulsory for all staff to complete safeguarding training both at the start of their employment and regularly throughout their employment to ensure they have the knowledge to fulfil their safeguarding responsibilities in respect to keeping children safe in education. This includes being able to work with students to develop their understanding of the values of democracy, the rule of law, individual liberty, mutual respect and tolerance of those with different faiths and beliefs, and for those without faith.

The College has policies and procedures in place to deal effectively with child protection and safeguarding issues, including those which align with the PREVENT counter-terrorism strategy.





Additionally, the College has robust Safeguarding recording and monitoring processes which correlate with current safeguarding legislation.

### **Professional Development and Employee Performance and Development Reviews**

In addition to mandatory training in respect to Equality and Diversity, Safeguarding and Data Protection (and any other training that the College considers all members of the staff community to undertake), professional development opportunities are available to all members of staff to help them to reach their full potential within their role.

The ability of all members of our staff community to reflect on their performance and both areas of success/achievement and development is a fundamental aspect of the College's ability to continue to improve its quality and outcomes for students. In joining Northampton College, you will be expected, as a professional in your area of expertise, to continually seek ways to enhance your contribution to the organisation, with the annual Employee Performance and Performance review, with your line manager, being one element of this.

### **Health and Safety**

Under the Health & Safety at Work etc Act 1974, in addition to the College's responsibility to the welfare of its staff community, it is the responsibility of individual staff to take care of their own health and safety at work and that of others who may be affected by their actions.

All members of the College community are required to comply with health and safety obligations, including the prompt reporting of any defects, risks or potential hazards.

### **Data Protection**

The College's stakeholders should be confident that the College holds data in accordance with the Data Protection Principles of: Lawfulness, Fairness and Transparency; Purpose Limitation; Data Minimisation; Accuracy; Storage Limitation; Integrity and Confidentiality (Security), and Accountability.

As such, there are internal policies and controls in place to ensure that data is not lost, accidentally destroyed, misused or disclosed and is not accessed except by those authorised to do so in the performance of their duties. It is paramount that all usage and retention of data complies with the Data Protection Act 2018, General Data Protection Regulation (GDPR) and the Computer Misuse Act 1990 and that, as an employee you adhere with all protocols in this regard.

## Person Specification

The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form.	Essential/ Desirable	Assessment Method
<b>Qualifications</b>		
• CCAB full or part qualified.	E	A
• Education to degree level or equivalent.	D	A
<b>Experience</b>		
• Experience of supporting the preparation of monthly management accounts and statutory accounts in a computerised system.	E	A/S
• Experience of VAT accounting	E	A/S
• Experience of budgetary control	E	A/S
• Use of accounting systems and awareness of the controls within them.	E	A/S
• Experience of payroll processes	D	A/S
• Experience of working with auditors	D	A/S
• Experience of working in the Public Sector or similar	D	A/S
<b>Knowledge/Skills/Abilities</b>		
• Ability to communicate clearly and concisely at all levels whilst understanding your customer's needs	E	A/S
• Ability to be self-motivated, to reflect on own performance within a role and to identify areas of learning/improvement	E	A/S
• Ability to multi task whilst having exceptional attention to detail	E	A/S
• Flexible approach to work and work area, working outside normal hours when reasonably required to do so	E	A/S
• Understanding of safeguarding as it pertains to the Further Education Sector	E	A/S

The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form.	Essential/ Desirable	Assessment Method
<ul style="list-style-type: none"> <li>Understanding of the benefits of equality, diversity and inclusion within society</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Understanding of the principles of Data Protection</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Ability to travel effectively, for example to other College campuses (Daventry and Northampton)</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Proficient in generating financial reports, dashboards, and conducting financial modelling.</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Proactive and driven individual, demonstrating enthusiasm for financial analysis and budgeting in an educational setting.</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Strong initiative &amp; resilience, capable of identifying and pursuing opportunities for improvement and committed to getting the job done to high standards.</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Exceptional interpersonal skills, fostering positive relationships with curriculum departments and stakeholders.</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Collaborative team player, able to effectively communicate complex financial concepts to non-financial colleagues.</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Adaptable and responsive, a quick learner helping build a dynamic environment, and contributing to a culture of continuous improvement</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Demonstrable understanding of the need for confidentiality and discretion.</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Demonstrable commitment to the values of the college, including respecting &amp; helping each other, engaging people through teaching with expertise &amp; enthusiasm, developing people through learning &amp; bringing out the best in each other, as well as its commitment to promoting equality and diversity in employment.</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Proactive and driven individual, demonstrating enthusiasm for financial analysis and budgeting in an educational setting.</li> </ul>	E	A/S
<b>Qualities</b>		
<ul style="list-style-type: none"> <li>Strong work ethic</li> </ul>	E	A/S
<ul style="list-style-type: none"> <li>Collegiate</li> </ul>	E	A/S

The selection of candidates for short-listing will be based on this specification and candidates should bear this in mind when preparing their application and completing the application form.	Essential/ Desirable	Assessment Method
• Innovative	E	A/S
• Flexible	E	A/S
• Team, customer and organisation focussed	E	A/S
• Reliable	E	A/S
<b>Level of Physical Ability and Activity</b>		
• Occasional lifting may be required	E	A
• Need to move around site will be required	E	A

**E** = Essential   **D** = Desirable

**A** = Application Form   **S** = Selection Process