



[https://kudusearch.careers/job/cfo\\_south\\_pennine\\_academies/](https://kudusearch.careers/job/cfo_south_pennine_academies/)

## Chief Financial Officer

**South Pennine Academies** is a cross-phase Trust of 11 primary and secondary academies, alongside a school-based Initial Teacher Training provider, Huddersfield Horizon SCITT.

Their vision is clear: to achieve an excellent education for everyone. This is brought to life through the values of Integrity, Ambition and Inclusion. Success is about more than academic outcomes; it is also about belonging, aspiration and opportunity for all.

**This is a role for a CFO who wants their impact to be felt across an organisation, not just reflected in its reports.**

It offers the opportunity to shape how financial thinking supports decision-making, influences behaviour and contributes to better outcomes for pupils. The Trust is looking for someone who can bring clarity and perspective to conversations, helping colleagues understand not just the numbers, but what they enable.

At the same time, this is a role operating within a highly regulated, publicly funded environment where governance, control and compliance are critical. The Trust already benefits from strong financial discipline, robust audit and well-established controls. Maintaining that integrity is fundamental. Any evolution of the function must be built on those solid foundations.

Working closely with the Chief Executive and senior leadership team, the CFO will act as a trusted partner and sounding board. The role carries genuine influence, with responsibility for ensuring that financial insight is embedded into both strategic and day-to-day decision-making across the Trust. This includes engaging directly with headteachers and school leaders, building relationships that allow finance to be understood, valued and actively used.

The environment is collaborative, open and values-led. There is a strong sense of shared purpose, and an expectation that finance plays its part in that culture — contributing constructively, offering balanced challenge and helping colleagues navigate complexity with confidence.

The Trust is well established and financially secure. Governance is strong, audit is well managed and the fundamentals of financial control are firmly in place. These foundations provide confidence and must be maintained.

The opportunity now is to build on them.

There is scope to further develop the way financial information is produced and used, improving accessibility, timeliness and relevance. Systems and processes can continue to evolve, with increasing use of automation, technology and AI to improve efficiency and reduce friction. Financial planning, forecasting and longer-term modelling will play an important role in supporting sustainability and informed investment decisions.

### Hiring organization

South Pennine Academies

### Employment Type

Full-time

### Duration of employment

Permanent

### Industry

Education, Public Sector

### Job Location

The Gateway, Lowfields Business Park, HX5 9DX, Elland, West Yorkshire, United Kingdom

### Working Hours

37 per week. The post is offered on an all-year-round basis; however, term-time-only working will be considered.

### Base Salary

£ 80,000 - £ 100,000

Package: Excellent pension and benefits.

### Date posted

April 30, 2026

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More broadly, the Trust is looking to strengthen the role finance plays in shaping thinking around value, efficiency and the effective use of resources. This requires a CFO who is comfortable operating beyond the boundaries of the function, bringing insight into wider discussions and helping others engage with financial considerations in a practical and meaningful way.

The successful candidate will be a qualified accountant (ACA, ACCA, CIMA, CIPFA) with experience of operating at a senior level within a complex organisation. Experience within education or the public sector is helpful. Equally important is the ability to work within a well-governed, publicly accountable environment, and to balance financial discipline with a forward-looking, solutions-focused approach.

This role will suit someone who enjoys working with people, who brings a pragmatic and thoughtful style, and who is motivated by the opportunity to contribute to an organisation with clear purpose. It will particularly appeal to those who see finance as a means of enabling progress, not simply controlling it.

### **Application process**

For a confidential discussion, please contact **Don Aitken at KUDU Search**.

To see the application process and contact details visit:  
[https://kudusearch.careers/spa\\_apply/](https://kudusearch.careers/spa_apply/)

KUDU Search has been retained to deliver this assignment. All direct or third-party enquiries will be forwarded accordingly.

### **Safeguarding**

This appointment will be made in line with the Trust's Safer Recruitment Policy and statutory guidance.

South Pennine Academies is committed to safeguarding and promoting the welfare of children and young people. All workers, volunteers and employees are expected to share this commitment. In line with statutory expectations, strong governance, financial oversight and safeguarding arrangements must be maintained at all times.

All appointments are subject to satisfactory pre-employment checks, including an Enhanced DBS check. CVs will not be accepted as the formal application route.