



Job Description

Role: Trustee (Voluntary) – Strategic Finance (CFO-level)

Organisation: 130 Primrose (Registered Charity No. 1216156)

Location: Primrose Hill, London (hybrid – bi-monthly meetings in person and remote)

Time commitment: c. 1–2 days per month (board and committee meetings, prep, support)

Remuneration: Voluntary (reasonable expenses reimbursed)

About 130 Primrose

130 Primrose is a charity restaurant in Primrose Hill, formerly Home Kitchen Diner. We recruit, train, and employ people with lived experience of homelessness, offering real jobs, London Living Wage, and accredited qualifications in hospitality. We're scaling impact through great food, fair work, and fresh starts.

The opportunity

We're seeking a Trustee with strategic finance (CFO-level) expertise to strengthen our board as we grow. You'll bring commercial acumen to our mission—helping us plan sustainably, understand our unit economics, and scale responsibly—without being “the accountant.” Our operations are hospitality-led, so experience in catering, hospitality, or multi-site venues is helpful (not essential).

What you'll do

- Support the Board and Chair with financial strategy, planning, and risk management.
- Challenge and refine our financial model, forecasting, and cashflow planning (12–36 months).
- Help shape P&L, balance sheet and cash visibility that operators can use day-to-day.
- Advise on site-level unit economics, menu margin mix, labour model, and cost control.
- Strengthen budgeting, KPI dashboards, and scenario modelling for growth (e.g., second site in Brighton).
- Support funding strategy: grants, philanthropy, corporate partnerships, social investment.
- Create a Finance & Risk Committee (chair if appropriate).
- Ensure robust governance, internal controls, and compliance with charity and company law.
- Act as a critical friend—asking the right questions, mentoring our leadership and on site General Manager and team, and championing our mission.

We're not looking for

- A bookkeeper or day-to-day accountant. We want a strategic finance leader who can translate numbers into decisions and coach an operations-minded team.

About you

- Significant senior finance experience (Finance Director/CFO or equivalent), ideally with P&L ownership.
- Comfortable with forecasting, scenario planning, cashflow management, and unit economics.
- Able to translate complexity into clear, actionable insights for non-finance colleagues.
- Strong commercial mindset with social impact empathy; mission-aligned and pragmatic.
- Collaborative governance style; understands trustee duties and risk oversight.
- Desirable: experience in hospitality, catering, F&B, venue, or retail multi-site.
- Desirable: exposure to fundraising, grants, social investment, or earned-income charities.

Trustee responsibilities (all trustees)

- Uphold our charitable purpose and values.
- Ensure effective governance, legal and regulatory compliance.
- Oversee strategy, performance, risk, safeguarding, and financial sustainability.
- Act in the charity's best interests with care and diligence.

Time commitment

- Monthly board meetings (evenings, Primrose Hill or hybrid).
- Finance & Risk Committee meetings (quarterly).
- Occasional ad hoc advice (email/phone) and review of board papers.
- Initial term: three years (renewable).

What you'll gain

- A meaningful leadership role helping people rebuild their lives through work.
- A collegiate board with diverse expertise and high ambition.
- The satisfaction of shaping a scalable, mission-led hospitality model.

How to apply Please send:

- Your CV (2–3 pages)
- A short cover note (max 500 words) outlining your relevant experience and why this role resonates

Accessibility and inclusion

We welcome applicants from all backgrounds and lived experiences, including those with experience of homelessness. If we can make the process more accessible for you, please tell us in your application. Safeguarding and eligibility Trustees must be eligible under charity law and willing to complete standard checks and declarations.

- 130 Primrose is the trading name of Home Ground CIO, a registered UK charity (No. 1216156) helping people experiencing or at risk of homelessness rebuild their lives through employment in hospitality. [Register of Charities](#)
- Formerly known as Home Kitchen Diner, the restaurant opened as a social enterprise (CIC) in 2024.
- For more information, visit www.130primrose.org

HOME  GROUND CIO