



# Smallpeice Trust Finance Director

Candidate pack  
July 2026



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CHARITY RECRUITMENT



Smallpeice



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# 1

## Introduction

Dear Applicant,

Thank you for your interest in joining the Smallpeice Trust - you will be joining us at an exciting time!

At Smallpeice Trust, we're serious about inspiring the next generation of engineers - but we believe that serious work can still be fun. We're a busy, committed team with a shared sense of purpose and a genuine enjoyment in what we do. That energy comes through in every workshop, partnership, and programme we deliver.

We believe young people thrive when they're encouraged to experiment, get stuck in, and even get things wrong. That's why we design hands-on, practical learning experiences that show failure isn't a flaw - it's part of progress. It's how innovation happens, and how confidence is built.

We're guided by research, driven by empathy, and proud of the positive change we're creating. As we grow, we're excited to partner with organisations who share our belief that engineering should be bold, inclusive, and full of possibility.

We are now seeking a commercially minded Finance Director to provide strategic and operational financial leadership across the organisation.



Being an active member of our Senior Leadership Team, and working closely with the Board, this hands-on role combines high-level strategic input with attention to detail.

The successful candidate will play a key part in strengthening financial governance, enhancing forecasting and management information, and supporting informed decision-making.

This is an opportunity to make a meaningful impact in a mission-led charity while helping to shape and modernise the finance function for the future.

If you are passionate about our mission and vision, and have the skills to thrive in this role - we'd love to work together. To learn more about us, please visit our [website](#).

A handwritten signature in black ink that reads "Helen". The signature is fluid and cursive, with a large initial 'H'.

**Helen Cuthill**  
Chief Executive Officer

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## Job description



### Role details

<b>Job title</b>	Finance Director
<b>Reporting to</b>	Chief Executive
<b>Responsible for</b>	Finance team (x2)
<b>Salary</b>	£100,000 FTE (£60,000 actual)
<b>Hours &amp; contact</b>	Permanent, 3 days a week (35-hour week FTE)
<b>Location</b>	Your place of work is Holly House, Leamington Spa. There is an expectation that you will spend 2 days a week in the office.
<b>Benefits</b>	<ul style="list-style-type: none"><li>• Pension (7% employer contribution)</li><li>• Life Assurance</li><li>• Private Healthcare</li></ul>

### Role overview

We are seeking an experienced and commercially minded Finance Director to provide strategic, operational and financial leadership across the organisation.

This is a hands-on leadership role for someone who combines strong commercial judgement with a willingness to work within the detail. Reporting directly to the CEO and working closely with the Board and Finance & Audit Committee, the successful candidate will play a central role in strengthening financial governance, improving forecasting and management information, and supporting strategic decision-making across the charity.

The role offers the opportunity to make a meaningful impact within a mission-led organisation whilst helping to shape and modernise the finance function for the future. This role would particularly suit an experienced Finance Director seeking a high-impact role with flexibility and purpose.

# 2

## Job description



### Key accountabilities

#### Strategic financial leadership:

- Act as a trusted financial adviser to the CEO, Senior Leadership Team and Board of Trustees
- Support organisational strategy through high quality financial insight, modelling and analysis
- Contribute to the long-term financial sustainability and development of the organisation
- Present clear and meaningful financial information to both financial and non-financial stakeholders
- Lead the organisation's budgeting, forecasting and long-term financial planning processes
- Develop robust monthly forecasting, variance analysis and performance reporting
- Develop KPI reporting and management information to support operational and strategic decisions
- Develop risk management frameworks to mitigate financial and operational risks

#### Financial control & governance:

- Ensure compliance with all legal, financial, and regulatory obligations, including serving as Company Secretary and reporting to relevant bodies (Companies House and Charities Commission)
- Ensure the integrity, accuracy and timeliness of all financial reporting
- Strengthen financial controls, governance and finance processes across the organisation
- Lead preparation of statutory accounts and management of external audit processes
- Ensure compliance with charity, tax and regulatory requirements
- Maximise the use of technology to ensure that all finance processes are as efficient, while maintaining compliance
- Liaise with external authorities e.g. Insurance Brokers or their agents, HMRC etc

#### People:

- Lead the Finance Team, including fostering professional growth
- Ensure the provision of relevant financial information to departmental leads for reporting and project purposes
- Deputise for the Chief Executive as and when required



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## Person spec

### About you

You will be a qualified accountant (ACA, ACCA, CIMA or equivalent) with significant senior finance leadership experience, ideally within an operationally focused organisation.

You will combine strong commercial and analytical capability with a pragmatic and collaborative approach. Importantly, you will be comfortable operating both strategically and operationally within a lean and mission-driven environment.

We are particularly interested in candidates who can demonstrate:

- Strong commercial, operational and strategic finance capability
- Experience improving financial reporting, controls, forecasting and management information
- Knowledge of VAT, and charity SORP while not essential would be advantageous
- Excellent verbal and written communication skills, with the ability to convey complex financial information to diverse stakeholders clearly and effectively
- A hands-on and solutions-focused mindset
- High levels of integrity, judgement and personal credibility
- A genuine interest in contributing to a purpose-led organisation

View our latest accounts [here](#).

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## About us

### Smallpeice Trust

The Smallpeice Trust was founded in 1966 by Dr. Cosby D P Smallpeice — a brilliant engineer who invented the Smallpeice Lathe. Following his success, Dr. Smallpeice ploughed £1.6m of his personal fortune into setting up the Smallpeice Trust to give young people the support they need to bring their big ideas to life through science, technology, engineering and maths (STEM).

Today, the Smallpeice Trust is an energetic and independent educational charity that exists to address the shortage of engineers in the UK by engaging and inspiring young people aged 9 – 18 to choose pathways that can lead to a career in engineering. Our vision is to inspire increasing numbers of young people to acquire Life, Leadership and Engineering skills, in order to increase the number of engineers in the UK, in order to enable society.

We believe it is essential to get young people excited about STEM subjects, regardless of their background. By providing fun, sustainable, and educational activities delivered by inspiring experts and partnerships, we aim to inspire the young people of today to become the changemakers of tomorrow. We have a specific focus on widening the engineering talent pipeline through the engagement and inspiration of student groups currently underrepresented in engineering e.g. females and less advantaged students, and we have developed a strong reputation for delivering professionally executed engineering programmes for young people, including Arkwright Engineering Scholarships, residential courses, one-day STEM events, and engineering projects.

Our programmes are made possible through support (both financial and non-financial) from private, public and third sector partners, including the Armed Forces, Institutions, universities, Livery Companies, and educational and other charities. Other partners include Arm Ltd, Babcock International Group, E.ON, Leonardo, HS2 Ltd, Jaguar Land Rover, Lloyd's Register Foundation, Lockheed Martin, National Cyber Security Centre, National Grid, National Nuclear Laboratory, RAF, Shell, Siemens, Tomorrow's Engineers and the UK Electronics Skills Foundation. We are also undergoing a digital transformation, with extensive programme development underway in order to ensure that the Trust can achieve its vision in new and innovative ways.

**“Scientists study the world as it is, engineers create the world that has never been “**

**- Theodore von Karman**

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## About us

### Arkwright Engineering Scholarships programme

The Arkwright Engineering Scholarships programme began in 1991, when a group of committed Headteachers concluded that Design & Technology was not being given the profile the subject deserved as an incubator for future high-calibre Engineers and Technical Designers. It was decided to launch a Scholarship programme to encourage and stimulate high-ability 15/16 year olds to consider Engineering and Technical Design as a career, through the study of Design and Technology.

In 2001, the Arkwright Engineering Scholarships programme was transferred to the Smallpeice Trust, who incorporated the independent registered charity within the Smallpeice Trust Group of Charities. In 2018, the Arkwright Scholarships Trust formally merged with the Smallpeice Trust.

Today, the programme is one of most prestigious scholarships of its type in the UK: We identify, inspire and nurture future leaders in engineering, computing & technical design. The Scholarships are awarded to high-calibre 16 year old students through a rigorous selection process and support students through the two years of their A levels, Scottish Advanced Highers or equivalent qualifications.

### School STEM days

STEM days are held in school for young people in Year 8 – 12 as well as in Primary school for students. Hosted by a Smallpeice Trust educator, they are designed to complement the national curriculum in science, technology, engineering and maths. Activities range from designing, testing crash proof vehicles, wind turbines to building bridges.

### Courses and educational activities

Our engineering courses enable students to fuel their passion for STEM subjects. These multi-day courses give an insight into life beyond the classroom and introduce students to industry leaders and get young people with similar interests working together on hands-on projects.

These courses are for students aged 12 to 17 and cover a variety of fascinating engineering topics, including robotics, cyber security, aerospace, astrophysics and computing. Whether online or in-person, all our courses are delivered by a combination of leading academics at some of the UK's top universities, our specialist Education Team and/or industry experts, representing world-leading engineering industry giants - they aim to bring science, technology, engineering and maths subjects to life.

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## How to apply



The Smallpeice Trust is working exclusively with Charisma Charity Recruitment.

Applications should be submitted through the [Charisma website](#) and include:

- A comprehensive CV
- A supporting statement, explaining how you believe you match the requirements of the role and describing any potential conflicts of interest

For an informal and confidential discussion about the role, please contact Katherine Anderson-Scott, Executive Director at Charisma Charity Recruitment on 01962 813300 or email [info@charismarecruitment.co.uk](mailto:info@charismarecruitment.co.uk)

*We welcome and encourage applications from people of all backgrounds. We do not discriminate on the basis of disability, race, colour, ethnicity, gender, religion, sexual orientation, age, veteran status or other category protected by law.*

**Closing date: 29 July 2026**

**Charisma vetting interviews must be completed by: 6 August**

**Interviews with the Smallpeice Trust:**

- **1st stage: w/c 10 or 17 August**
- **2<sup>nd</sup> stage: w/c 24 August**

### Unsure about applying?

Research shows that many individuals, especially women and those from marginalised groups, may hesitate to apply for jobs unless they meet every requirement. You might feel like you don't tick all the boxes, perhaps due to a confidence gap or impostor syndrome, especially if you've faced exclusion or marginalisation in the past. We understand this, and we encourage you to apply anyway. We are committed to working with you and supporting your growth.

If you are unsure about applying because you don't have all the relevant experience, please consider making an application. There may be other candidates who are lacking in some experience/areas as well. We encourage applications from any individual, whatever their background. We are committed to working with the successful applicant and supporting their growth and development.



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