



Information Pack & Job Description

Chief Finance Officer

October 2026

**Dame Lin Homer,
Chair, The For Baby's Sake Trust**



Welcome,

Thank you for your interest in joining The For Baby's Sake Trust.

We are an award-winning national charity dedicated to breaking cycles of domestic abuse and giving babies the best start in life. Through our pioneering *For Baby's Sake* programme, we provide therapeutic, trauma-informed support for expectant and new parents, helping families address the impact of trauma, build healthy relationships and create safer futures for their children. Alongside our direct work with families, we generate evidence, develop the workforce, and work with partners across sectors to influence policy, practice and systems so that babies and parents affected by domestic abuse receive the support they need.

Over the past decade, we have established ourselves as a leading voice on the impact of domestic abuse on babies and the importance of early intervention. As we enter our next phase of development, we are committed not only to delivering high-quality support but also to increasing our reach, strengthening our sustainability, expanding our influence, and driving lasting change for babies and families across the UK.

We are seeking an exceptional leader to join us at this exciting point in our journey. This role offers the opportunity to help shape the future of a respected and ambitious organisation that combines strong evidence, lived experience, and a relentless commitment to improving outcomes for babies.

As a member of the Senior Leadership Team, you will work closely with the Chief Executive Officer and colleagues across the organisation to provide strategic financial leadership, helping to ensure that The For Baby's Sake Trust has the capability, resources and partnerships needed to achieve its vision.

Above all, we are looking for someone who shares our belief that every baby deserves the opportunity to thrive, free from the harms of domestic abuse and trauma.

Thank you for your interest in our work. We hope this information pack gives you a sense of both the opportunity and the impact of joining our team, and we look forward to hearing from you.

A handwritten signature in dark ink that reads "Lin Homer". The signature is written in a cursive, flowing style.

**Dame Lin Homer
Chair, The For Baby's Sake Trust**

The For Baby's Sake Trust

Our History

The For Baby's Sake Trust, originally established as the Stefanou Foundation, was founded through the philanthropy of Stelio Stefanou. His vision was to address the root causes of disadvantage and vulnerability, with a particular focus on babies whose voices are too often unheard.

Research into the prevalence and impact of domestic abuse on babies, particularly during pregnancy and the first two years of life, revealed a significant gap in support for families during this critical developmental period. In response, we set out to develop an innovative approach that could break intergenerational cycles of trauma, abuse and adversity before they became entrenched.

In 2015, we launched *For Baby's Sake*, a pioneering therapeutic, trauma-informed, whole-family programme that works with expectant co-parents from pregnancy until their baby's second birthday. The programme supports families to build safer, healthier relationships and gives babies the best possible start in life.

Since its inception, evaluation, learning and continuous improvement have been central to our approach. Independent evaluation by King's College London identified *For Baby's Sake* as addressing an important gap in domestic abuse provision, and today we continue to strengthen the evidence base through our partnership with Foundations, the What Works Centre for Children and Families, as part of our journey towards robust national evidence of impact.

Over the last decade, our work has evolved beyond direct service delivery. While support for families remains at the heart of what we do, we increasingly use our expertise, evidence and influence to advocate for babies affected by domestic abuse, strengthen professional practice, and help shape the systems, policies and services that affect families across the UK.

About The For Baby's Sake Trust Today

The For Baby's Sake Trust is a national charity dedicated to breaking cycles of domestic abuse and giving babies the best start in life.

Our vision is a world where babies and children grow up free from the harm of domestic abuse.

Our mission is to provide and promote therapeutic, trauma-informed support that breaks cycles of domestic abuse and improves outcomes for babies, children and families.

We achieve this through four interconnected areas of work:

Direct Support

Through our award-winning *For Baby's Sake* programme, we work alongside expectant and new parents from pregnancy until a baby's second birthday, supporting families to overcome the impact of trauma, build healthy relationships and create safer futures for their children

Evidence and Learning

We are committed to building the evidence base for what works to break intergenerational cycles of domestic abuse. Through partnerships with researchers, evaluators and national bodies, we contribute to a stronger understanding of effective trauma-informed, whole-family approaches.

Workforce Development

We share our expertise with professionals across health, social care, education, policing, family support and the voluntary sector. Through CPD-accredited training, resources, communities of practice and consultancy support, we help strengthen responses to babies, children and families affected by domestic abuse.

Systems Change and Advocacy

We work collaboratively with policymakers, commissioners, practitioners and partners to ensure babies are recognised as victims of domestic abuse in their own right and that services respond effectively to the earliest opportunities for prevention and recovery. We use evidence, lived experience and cross-sector partnerships to influence policy and improve outcomes nationally.

Our Organisation

Today, The For Baby's Sake Trust operates across multiple regions in England, combining direct delivery, workforce development, research, policy influence and national advocacy to create lasting change for babies and families.

Our work is funded through a diverse mix of philanthropic investment, charitable trusts and foundations, corporate partnerships, statutory funding and the continued generosity and commitment of our founder, Stelio Stefanou.

While many members of our team work remotely or within the communities we serve, we are united by a shared commitment to trauma-informed practice, collaboration, safety, respect and empowerment.

As a registered charity, we operate in accordance with UK charity law and good governance principles, ensuring accountability, transparency and responsible stewardship of the resources entrusted to us.

Our long-term ambition is that every family experiencing domestic abuse has access to effective, trauma-informed support during pregnancy and the early years, and that every professional and system surrounding them is equipped to help break cycles of harm before they are passed to the next generation.

Board of Trustees

Dame Lin Homer DCB – Chair of The Trust

Lin is a qualified lawyer and was Chief Executive and Permanent Secretary of the HMRC. Before this role, she was Chief Executive of Suffolk County Council, Chief Executive of Birmingham City Council and Director-General, Immigration and Nationality Directorate, at the Home Office. From 2008-2011, Lin was Chief Executive of the UK Border Agency, and Permanent Secretary of the Department for Transport. Lin is a member of the Institute of Scottish Chartered Accountants and is a Council Member of the University of Birmingham. Lin was appointed Dame Commander of the Order of the Bath (DCB) in 2016.

Adam Shutkever – Vice-Chair

Adam has extensive senior management experience in the banking, investment and professional services sectors.

After reading Law at Clare College, Cambridge, Adam was called to the Bar in 1986. He then pursued a career in investment banking in London and New York before becoming Chief Financial Officer of Accord plc and, following its sale, founding a law firm, Riverview Law, which was sold to EY in 2018.

Adam is based in London and spends spare time with his family or on his bike – he is an enthusiastic amateur cyclist and has completed the legendary 1,400km ride from Land's End to John O'Groats.

Lady Sally Knowles

Lady Sally Knowles is a qualified solicitor and gained specialist experience in insolvency and corporate recovery before becoming a Partner in an international law firm, within their Restructuring Group.

She has held non-executive and advisory positions, specialising in risk prevention, management and response and supporting clients to understand the threats to their people, information, property and reputation.

Since 2009, Sally has been a Trustee of Hoopers Africa Trust, a charity which aims to transform the lives of disadvantaged and vulnerable girls in Kenya through education. To date, the Trust has funded more than 120 girls through secondary education and 11 through further education.

Jon Chapman – Lead Trustee for Safeguarding

Jon is an experienced child and adult safeguarding professional underpinned by over 30 years of Police service.

Since retirement, Jon has been involved in development work for Safeguarding Boards, Local Authorities, and, more recently, the Church of England.

Jon, is an Independent Safeguarding Chair and author of: Serious Case Reviews, Safeguarding Adult Reviews and Domestic Homicide Reviews.

Jon is active as a Chair of Governors for a local school. He is passionate about rugby, which all of his children play.

Dr Gillian Rose

Gillian has worked professionally with babies, children, young people and their parents /carers for over 37 years. She trained in medicine at University College London doing an intercalated degree at Middlesex Hospital in Immunology and Cell Pathology.

During her early years as a doctor, she realised the importance of emotional well-being for health. She trained in psychiatry and subsequently specialised in child and adolescent psychiatry. She has experience working in a variety of settings in Cambridge, London, and Hertfordshire. Gillian has worked for over 28 years as a Consultant Child and adolescent Psychiatrist, both in outpatient settings and a specialist inpatient children's unit.

Since retirement Gillian has grown a passion for plants and horticulture.

Sami Rahman

Sami Rahman is the Head of AI Strategy & Solutions, where he leads the clients transformation and strategic adoption of AI value.

With a background in AI, data, and business transformation, Sami has a track record of driving innovation and delivering substantial business outcomes.

A Computational Psychologist, Sami is currently pursuing a part-time PhD in Cybernetics and Artificial Intelligence, focusing on cutting-edge applications of AI in personalised psychological state modulation.

Beyond his professional achievements, Sami is deeply passionate about the intersection of technology and human well-being.

His experiences as a new father have reinforced his belief in the importance of creating supportive environments for children and families.

Tracey Harrison

Tracey began her career as a Community Worker and Probation Officer in London, she then moved to the corporate sector where she became a Managing Director in Accenture and subsequently a partner in EY's Advisory practice. Throughout her career Tracey has championed social mobility and in recognition, was admitted Freedom of the City of London. She now volunteers with an offender rehabilitation charity and is training to be a psychotherapist. As a care leaver, Tracey has a personal understanding the importance of early intervention and support. She reluctantly stood down from the Trust when working overseas, now firmly back in the UK, she is delighted to be re-joining this incredible charity and supporting the critical work that it undertakes.

Helen Veale

Helen Veale is a television executive and experienced Creative and Board Director. She co-founded Outline Productions in 1998 and led the business through 25 years of creative and commercial success through to acquisition by a new group. In 2017 set up subsidiary Outline Wales indie that delivered more than 90 hours of network TV. At the helm of Outline Helen developed and delivered thousands of hours of UK programming, multiple global hit formats and BAFTA and RTS nominated popular factual series.

Helen served on the Cultural Diversity Network's Project Diamond advisory panel, aimed at enhancing diversity on screen and in the UK TV production sector. She was also a member of the Edinburgh TV Festival Advisory Board member, producing panels and booking high profile speakers and talent, and won the TV Festival's only ever stand-up comedy contest in 2010.

Simon Dodds

Simon Dodds is active in the Not-for-Profit sector as a supporter and adviser to a number of charities. Amongst other things, he is Chair of Governors of Central Foundation Boys' School, a comprehensive secondary school located in Islington, and on the board of trustees of Brent Centre for Young People, an adolescent mental health charity. Simon is a corporate lawyer by background. He spent the greater part of his professional career in the legal and compliance functions at Deutsche Bank, a major financial institution. At different times, Simon was Global Head of Compliance and co-Global General Counsel.

Patrick Wong

Patrick Wong is a senior finance executive with extensive experience across capital markets, governance and international finance. After qualifying as a Chartered Accountant at PwC across Vancouver and London – where he advised on US and UK capital markets and cross-border transactions – he moved into a series of increasingly senior operating roles in global media and technology businesses, culminating in a decade as Group CFO of a globally listed digital media company with operations across Asia, the US and Europe. In that role he built the finance and governance function from the ground up and developed deep expertise in board accountability and governance. Patrick is a parent of a young child, and his family's close connection to research on early childhood development has deepened his understanding of the importance of early intervention and family wellbeing.

Lucy Buttler

Lucy Buttler is an accomplished transformation leader with experience delivering complex organisational change across both charity and commercial sectors. Lucy is currently Head of Transformation & Delivery at the UK's largest children's charity, where she is responsible for leading a multidisciplinary team, delivering a multi-year portfolio of technology, process and cultural change initiatives.

She is passionate about creating positive, sustainable change that adds lasting value to society, and has extensive experience of supporting organisations with a focus on providing children and young people with the very best life chances; having previously been Vice-Chair of Governors at a large secondary academy, and a support mentor for the Refugee Council.

About the role

The For Baby's Sake Trust is seeking an experienced and values-driven Chief Finance Officer to join our Senior Leadership Team. This is a unique opportunity to play a pivotal role in a nationally recognised charity working to break cycles of domestic abuse and give babies the best start in life.

Reporting to the CEO, you will provide strategic financial leadership, ensuring the organisation remains financially sustainable, well-governed, and positioned for future growth. Alongside overseeing all aspects of financial management, budgeting, forecasting, audit and compliance, you will contribute to organisational strategy, business development, fundraising and risk management.

We are looking for a qualified accountant with strong commercial acumen, significant leadership experience, and a passion for using their expertise to create meaningful social impact. You will share our commitment to trauma-informed practice, collaboration, and achieving better outcomes for babies, children, and families.

Job Description

JOB TITLE:	Chief Finance Officer
LOCATION:	Remote (with occasional travel as required)
HOURS:	3 days/22.5 hours per week (flexible working requests will be considered)
SALARY:	£75,000 per annum (FTE)
CONTRACT TYPE:	Permanent/ Open to Fractional CFOs
PENSION:	Up to 5%, when matched with the employee's own contribution
ANNUAL LEAVE:	26 days per annum, with 8 public holidays (28 days after 2 years and 30 days after 5 years) FTE
REPORTS TO:	CEO

Main accountabilities

Financial oversight

- Overseeing a framework for financial management policies and processes which adhere to good practice.
- Overseeing the timely, accurate, and detailed production of management accounts for SLT, the Board, and external bodies.
- Overseeing the preparation of year-end accounts for the annual audit, incorporating the annual report and accounts and leading the audit process.
- Providing support, oversight, and guidance to enable processes and implementation to meet audit requirements.
- Leading the annual budgeting process and regular forecasts.
- Overseeing processes to control expenditure and improve forecasting and future planning.
- Overseeing the payroll system and processes.
- Ensuring that the financial governance of the Charity is delivered to exemplary standards of probity and transparency.
- Advising the Board of Trustees, the CEO and the Leadership Team on financial issues affecting the Charity.

Business development

- Working with the CEO and the Chief Operations Officer to develop the business strategy for the Trust, providing support for robust financial modelling, forecasting and planning.
- Working with the CEO and Chief Operations Officer to develop sustainable business models for the growth and expansion of programmes and services; drive process improvements and efficiencies.
- Working with the CEO and Chief Operations Officer to develop traded services, including the delivery of training and consultancy support; lead on financial modelling for traded services; provide guidance and support for the development of a trading subsidiary (as required).

Fundraising • Working with the CEO and Senior Fundraising Manager to agree the annual fundraising targets and work plan. • Working with the CEO and Senior Fundraising Manager to monitor performance against fundraising targets. • Overseeing the provision of programme and project budgets for funding applications. • Supporting the CEO and Senior Fundraising Manager on the preparation and submission of major bids and tenders as required (leading on required budgets and financial modelling). • Supporting robust financial reporting to funders as required.
IT, Security and Data management • Providing oversight for the development of digital infrastructure within the Trust. • Providing oversight for digital planning and transformation projects. • Providing oversight for cyber security. • Providing oversight for data protection policy and practice throughout the Trust.
Supporting governance • Attending and contributing to relevant Trustee Groups, attending other Trustee meetings as required by the Trustees and Chief Executive to provide input to overall governance. • Working with the CEO and Chief Operations Officer to review and update the risk register and templates. • Leading on the relationship between the trust and external suppliers as required (IT, Finance, Legal, etc).
Working to organisational policies, procedures and principles • Following The For Baby's Sake Trust policies and procedures, and providing appropriate and accurate information to others on policies, procedures and systems. • Maintaining confidentiality and communicating highly sensitive personal data with an agreed, wide range of multi-professional, multi-agency personnel, including service users, staff, consultants and evaluators. • Undertaking other projects as required by the Chief Executive Officer.
Champion equality, diversity, inclusion and equity (EDIE) • Demonstrating awareness and understanding of equal opportunities, acknowledging the diversity of people's perspectives, experiences and behavioural, physical, social and welfare needs • Championing EDIE across all of our work within the Trust, with particular responsibility for HR policy and practice.
Safeguarding commitment • We are committed to safeguarding and promoting the welfare of children and young people/vulnerable adults. We require you to understand and demonstrate this commitment and attend required training
General Responsibilities • Acting as an ambassador for The For Baby's Sake Trust. • Demonstrating a commitment to the Trust's values in all aspects of work. • Championing trauma-informed practice throughout the organisation • Undertaking any other duties as reasonably required.

Person Specification

Qualifications Required

Qualified accountant with excellent financial management skills

Knowledge, skills, and experience

- Substantial management and leadership experience; business or management qualification desirable
- Experience of finance and business development with proven ability to successfully deliver tactical and strategic business solutions - ideally within the charity and/or public sector, or a field directly related to social change
- Significant experience in stakeholder management at senior management and director level
- Experience in supporting the submission of successful tenders and grant applications
- Understanding of commissioning principles and procedures in the public sector
- Track record of influencing others to drive change
- UK charity SORP experience
- Excellent written and IT skills; ability to produce high-quality reports

Attributes

- Strong motivation for the vision and purpose of The For Baby's Sake Trust
- Strategic thinker with business acumen
- Able to advise and lead on change management practice and process
- High level of personal integrity and empathy for others
- Excellent interpersonal skills with the ability to motivate and inspire others
- Willingness and ability to work across multiple streams of work; to find creative solutions and complete projects to a high standard
- Understanding of and commitment to equality, diversity, inclusion, and equity

How to Apply

The completed application form should be submitted along with a CV through the apply now button at the bottom of the advert by **11.59pm on Sunday 1st November**.

All candidates are also requested to complete a Diversity Monitoring Form. Any information collated from the Diversity Monitoring form is anonymised and stored separately. This will not be used as part of the selection process.

Interviews will be held online in the first instance and then face to face for final shortlisted candidates (details will be supplied to candidates invited to interview). Travel for attendance at the interview will be reimbursed.

If you have any access requirements to support you in the recruitment process, please let us know and we will do our best to accommodate them.

If you have any queries about the role or the application process, please email recruitment@forbabyssake.org.uk.

Equality, diversity, inclusion, and equity

The For Baby's Sake Trust is committed to promoting equality of opportunity for all employees or job applicants. We welcome and encourage diversity in the workplace. The Trust will ensure that no person receives less favourable treatment because of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, or pregnancy and maternity.