



START SOMETHING

YOUR NEW ROLE AT THE TRUST

JOB TITLE:	Financial Performance Analyst	PAY BAND:
FUNCTION:	Finance – Financial Performance & Analysis	Support Delivering
THE TEAM:	The Financial Performance & Analysis Team are responsible for the provision of high-quality reporting and management information for internal and external stakeholders. The Team strives to provide key analysis and insights to budget holders and senior leaders to inform decision-making and optimise financial performance.	Specialist/Managerial Technical Lead/Function Head Senior Leadership Team











WHERE YOU WILL FIT

CEO	Financial Controller	Head of Financial Performance & Analysis	Financial Performance Analyst
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HOW DOES THIS ROLE IMPACT YOUNG PEOPLE?

You will support senior leaders and key decision makers to effectively manage the Trust ensuring we are financially viable and make the best use of our resources to support Young People and fulfil our charitable objectives effectively.

WHAT WILL YOU DO?

-  Support the Head of Financial Performance and Analysis in financial and management reporting and analysis.
-  Provide valuable analysis and insights into specific business unit performance.
-  Conduct deep-dive reviews on areas of financial concern highlighting key drivers and making recommendations to senior management to improve financial position.
-  Conduct post-project evaluation analysing actual project costs against the approved project budget, identifying reasons for any over-runs, and assessing final return on investment.
-  Help develop standardised reports and processes.
-  Provide support and analysis to the financial planning process to ensure financial performance is optimised.
-  Build strong working relationships with team members and stakeholders across finance and the wider Trust.
-  Support the Business Partnering Team with the review and analysis of financial performance to support decision-making.
-  Support the development of long-range forecasts and planning.
-  Responsible for actively contributing to an equitable, diverse, and inclusive workplace.



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THE SKILLS YOU'LL BRING

All of the roles at The Trust are key to our success and there are certain skills we need to be successful. And while we will shortlist the most qualified people for the role, we ask everyone for a supporting statement. If you think you could do the role, but don't have all the desirable experience, we would still love to see an application from you.

WE REALLY NEED YOU TO HAVE THESE

Skills & Knowledge	Why do we need this?
Qualified/part-qualified accountant or QBE with experience in financial reporting	Having sound technical accounting knowledge
Ability to challenge the status quo, review and improve systems, reports, information, and data	To continually look for new and innovative ways of working
Excellent people skills with demonstrable ability to influence key decision-makers	To constructively challenge and influence key decision-makers
Strong analytical skills and critical thinking	To objectively review and report on business performance
Experience	Why do we need this?
Driving improvements through financial analysis and reporting	You will provide extensive financial analysis to support decision-making & financial performance reviews.
Supporting the production of budgets and forecasts in a complex business environment.	You will provide analysis and support to the financial planning process (budgeting and forecasting)

WE WOULD LOVE IT IF YOU COULD DO THIS

Experience	Why do we need this?
Ability to evaluate business opportunities.	To ensure compliance with recommended accounting practices.
Worked in a charitable organisation with an understanding of the relevant regulatory environment.	You will financially evaluate projects.
Financial planning and modelling.	Awareness of the complexities of the charity sector which impact on our management information and reporting.
Skills & Knowledge	Why do we need this?
Sound knowledge and understanding of accounting principles and practices including Charities SORP and UK GAAP.	To ensure compliance with recommended accounting practices.






WHAT DO WE EXPECT FROM YOU?



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OUR VALUES

Our values are at the heart of everything we do – they articulate who we are and how we work together to achieve our aims to help young people.

 <p>Inspiring We lead by example</p>	 <p>Approachable We are open minded and value diversity</p>	 <p>Empowering We enable positive change</p>	 <p>Non-Judgemental We focus on the potential, not the past</p>	 <p>Passionate We are absolutely committed to supporting young people</p>
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Here at The Prince's Trust, we're committed to equality, diversity, and inclusion. We want to be an organisation that's representative of the communities we serve, which is why we strive for diversity of age, gender identity, sexual orientation, physical or mental ability, ethnicity, and perspective. Our goal is to create an environment where everyone, from any background, can be themselves and do the best work of their lives.

We're a Stonewall Diversity Champion and we are Disability Confident employer. Our staff, volunteers and young people are supported by PT CAN (our Cultural Awareness Network), PT GEN (Gender Equality Network), PT DAWN (Disability & Wellbeing Network) and Pulse (LGBTQIA+ Network). For more information, [click here](#).

OUR BEHAVIOURS

We expect certain behaviours from you about how you interact with colleagues, our partners, young people & the public. As someone who works in at a specialist/managerial level, we would expect that you live these behaviours.

Leading by Example	Continuous Improvement	Effective Communication	One Team	Delivering Results
<p>You inspire others through passion for what we do. You keep young people and our end goal in mind.</p> <p>You build trust in others through reliability and holding self-accountable for success.</p> <p>Resilient in the face of challenges, not taking constructive criticism personally.</p> <p>You're authentic and bring unique talents to work, encouraging others to do the same.</p> <p>You role model integrity and act according to our Values</p>	<p>You champion change initiatives and help others see the benefits and opportunities.</p> <p>You take an entrepreneurial approach to improving how we do things.</p> <p>You seek opportunities to enhance own development and build expertise.</p> <p>You role model a positive and constructive approach to giving & receiving feedback.</p> <p>You support others in adapting to change.</p>	<p>You're approachable, clear, and assertive.</p> <p>You cascade important and relevant information to others clearly and swiftly.</p> <p>You treat people as individuals, tailoring communication and influencing style accordingly.</p> <p>You communicate difficult messages and challenge others' thinking effectively.</p> <p>You listen to and empathise with others to understand the root of situations before responding</p>	<p>You role model effective and mutually supportive teamwork with colleagues</p> <p>You manage the expectations of others, gaining buy-in where required.</p> <p>You share knowledge and information.</p> <p>You build and invest in relationships across The Trust</p> <p>You use awareness of how your own team fits within the wider organisation to find solutions</p>	<p>You translate The Trust's long-term vision and strategy into actionable plans & targets.</p> <p>You take responsibility for making and implementing logical, data-based decisions.</p> <p>You're flexible and responsive as priorities and requirements change.</p> <p>You seek solutions and solve problems, empowering others to do the same</p>

THE WELFARE OF OUR YOUNG PEOPLE

The Prince's Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. As part of this commitment, we undertake basic disclosure checks in accordance with the Codes of Practice for all roles within the Trust, and for our roles working directly with young people, at an enhanced level. Having a criminal record will not automatically exclude applicants.