

# Job Title: Director of Finance & Strategy

**Location:** London, UK (In Office)

**Position Type:** Full-time, permanent

**Reports To:** Chief Revenue Officer

**Salary Range:** £55,000–£60,000 annually (experience-dependent)

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## About The Zahra Trust

The Zahra Trust is a faith-inspired humanitarian organisation working to alleviate poverty and empower communities through education, sustainable development, and social welfare guided by the values of compassion, dignity, and justice.

We believe faith is not just a belief, it's an action.

From emergency response to long-term empowerment, we serve the world's most vulnerable with sincerity, transparency, and excellence.

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## The Role

We are seeking a purpose-driven and forward-thinking Director of Finance & Strategy with essential third sector experience, who is passionate about using their financial expertise to create meaningful impact and drive positive change in the world, while embracing technology and AI to strengthen, modernise, and evolve The Zahra Trust's finance function.

This is a strategic leadership role that combines strong financial control with a clear focus on systems, data, and revenue insight. You will be responsible not only for financial governance, but also for building the infrastructure that enables the organisation to understand income performance, identify opportunities for growth, and respond quickly to changes in revenue.

You will also ensure that the organisation operates in line with charity finance regulations and best practice across all jurisdictions in which we operate.

You will play a central role in ensuring that financial data is accurate, accessible, and actionable — supporting decision-making across fundraising, marketing, and programme delivery.

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## Key Responsibilities

### Financial Leadership & Strategy

- Lead the organisation's financial strategy, planning, and forecasting
  - Provide clear financial insight to support senior leadership decision-making
  - Ensure alignment between financial planning and organisational priorities
  - Support sustainable growth through strong financial stewardship
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## **Financial Control, Compliance & Governance**

- Ensure robust financial controls, policies, and procedures are in place
  - Oversee budgeting, management accounts, and statutory reporting
  - Ensure compliance with UK charity regulations and relevant international requirements
  - Maintain strong oversight of restricted and unrestricted funds, ensuring appropriate allocation and reporting
  - Lead audit processes and external financial reporting
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## **International Charity Finance & Fund Management**

- Ensure appropriate financial oversight of international programme funding
  - Support the movement and allocation of funds across multiple countries in line with regulatory requirements
  - Ensure clear financial visibility and accountability across partners and geographies
  - Develop processes that ensure funds are traceable from donation through to programme delivery
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## **Revenue Insight & Performance Monitoring**

- Build and maintain systems to track income across all channels, particularly digital and online donations
  - Identify trends, risks, and opportunities in revenue performance
  - Provide regular, actionable insight on:
    - Revenue growth or decline
    - Campaign and channel performance
    - Donor behaviour and patterns
  - Work closely with fundraising and marketing teams to improve income performance
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## **Systems, Automation & Data Infrastructure**

- Develop and implement financial systems that improve visibility, efficiency, and accuracy
- Introduce automation across key finance processes, including reporting, reconciliation, and income tracking

- Ensure integration between finance systems, CRM platforms, and online donation/payment systems
  - Build dashboards and reporting tools to enable real-time financial insight
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### **Digital & E-commerce Revenue**

- Develop a strong understanding of digital fundraising and online income flows
  - Ensure accurate tracking and reconciliation of online donations
  - Provide financial insight to support optimisation of digital campaigns and channels
  - Work cross-functionally to ensure financial data informs income-generating activity
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### **Team Leadership & Development**

- Lead and develop the finance team
  - Build capability in reporting, systems, and financial analysis
  - Foster a culture of accountability, accuracy, and continuous improvement
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### **Cross-Functional Collaboration**

- Work closely with:
    - Fundraising teams on income performance and forecasting
    - Marketing teams on campaign insight and optimisation
    - Programmes teams on budgeting and fund allocation
  - Act as a key bridge between finance and income-generating functions
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### **Who You Are**

- 5 to 7 years' experience in third sector financial management
- Must have significant senior finance experience (Finance Director, Head of Finance, or equivalent)
- Must have a strong understanding of charity finance, governance, and regulatory requirements
- Must have experience in managing finances across multiple countries or jurisdictions
- Must have experience in building or improving financial systems and processes
- Must have experience in working with multiple income streams, including digital or online income

- Must have experience within an international charity or NGO
  - Must have experience in working with e-commerce or digital revenue models
  - Must have experience integrating finance systems with CRM or online platforms
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### **Skills & Competencies**

- Strong analytical mindset
  - Ability to translate financial data into clear, actionable insight
  - Systems thinker with a focus on scalability and efficiency
  - High attention to detail and strong financial discipline
  - Strong communication and stakeholder management skills
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### **Technical & Systems Capability**

- Must have hands on experience with financial systems, reporting tools, and dashboards
  - Must have a strong understanding of automation and its application within finance
  - Must be comfortable in working with data across multiple platforms (e.g. CRM, payment systems)
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### **Why Join The Zahra Trust**

This is an opportunity to take on a senior role with real influence across the organisation.

You will play a central role in shaping financial systems, improving visibility across income, and enabling better decision-making — directly contributing to both the organisation's growth and its impact.

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### **To Apply**

Send your CV and a brief cover letter to [recruitment@zahratrust.com](mailto:recruitment@zahratrust.com) with the subject line **Director of Finance & Strategy – [Your Name]**.

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### **Closing Date**

**23rd April, 5:00pm**

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