

Our comm



SCHOOL  
FOR SOCIAL  
ENTREPRENEURS



# Senior Finance Business Partner

Job Pack  
July 2026



# WELCOME



Thank you for your interest in joining SSE. We exist because the challenges facing our communities — poverty, poor health, climate change, inequality — are too big and too urgent for any one sector to solve alone. What we've learned, over more than two decades, is that when you invest in the right people and give them the right support, extraordinary things happen.

SSE isn't a traditional school. We don't lecture. We create the conditions for people to learn from each other, to take risks, and to grow — in a way that's genuinely accessible to people who haven't always been well-served by traditional institutions. We've worked with thousands of leaders of social change and distributed millions of pounds in grants. The organisations we support reach thousands of people.

If you're someone who cares about this work, who brings both skill and purpose to what you do, and who wants to be part of an organisation with serious ambition for what comes next — we'd love to hear from you.

Alastair (Ali) Wilson OBE  
Chief Executive, School for Social Entrepreneurs



# ABOUT THE SCHOOL FOR SOCIAL ENTREPRENEURS

We can't fix issues like poverty, inequality, health and climate change alone. We are fully conscious of the scale of the challenge that faces the country and the urgent need to respond. That's why the School for Social Entrepreneurs exists, to empower and equip people with entrepreneurial ideas and solutions to grow the social economy.

The social economy is a movement of organisations and enterprises that prioritise people and planet. Together, we are committed to tackling the greatest social and environmental challenges of our time.



## OUR PURPOSE

To back people with purpose and build a better world together.



## OUR VISION

A fair and sustainable world where the potential of all people is realised.



## OUR MISSION

To equip people with skills, funding, and networks to realise their potential, improve lives and protect the planet.



# OUR VALUES



## **Integrity**

We do what we say we're going to do. We take ownership and responsibility for our actions. We rely on open, authentic relationships.



## **Entrepreneurial**

Purpose-led and ambitious, we combine creativity with commercial thinking to deliver real impact. Resourceful and solutions-focused, we turn ideas into sustainable growth and meaningful results.



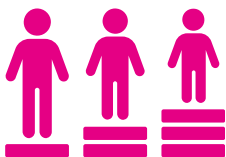
## **Impactful**

Everything we do is ultimately about creating impact and achieving our vision and mission. We are impact-focused in all we do.



## **Collaborative**

We go further together. By partnering openly and supporting our social entrepreneurs and fellows, we amplify their work, ask for help, share solutions, and enjoy the journey.

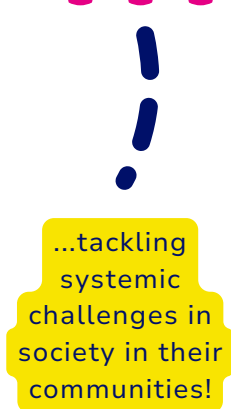
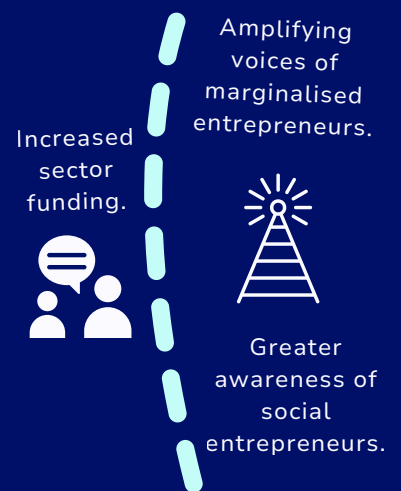
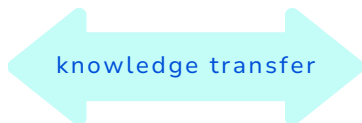
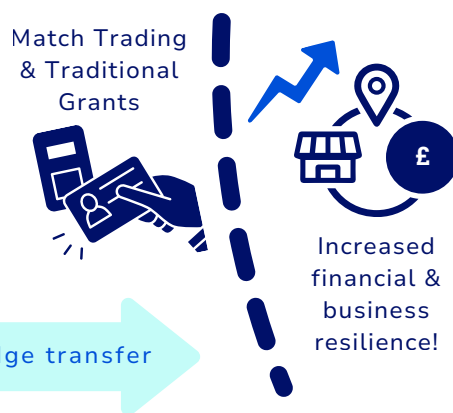


## **Equitable**

We value talent and insight, recognising unequal barriers. We actively amplify underrepresented voices in our programmes and in how we work.



# THEORY OF CHANGE



## SSE'S VISION

A fair and sustainable world where the potential of all people is realised.



# OUR STRATEGY

We are in the second phase of our 10-year strategy, **Bold Repositioning**, and are focused on increasing our impact, deepening our support for social entrepreneurs, and shifting the conditions that enable the social economy to thrive.

**Our mission remains clear:** to empower and equip people with entrepreneurial ideas and solutions to tackle society's greatest challenges.

**Over the next three years, we will work towards three core outcomes:**

## EMPOWERED AND EQUIPPED SOCIAL ENTREPRENEURS

We will provide accessible, place-based and theme-driven learning programmes, we'll support individuals with lived experience and entrepreneurial talent to develop the skills, confidence and networks needed to drive social and climate change.

## RESILIENT AND IMPACTFUL SOCIAL VENTURES

We'll expand our unique Match Trading offer and refine our funding support to help ventures grow their income, business resilience and long-term sustainability.

## POLICY AND PRACTICE TO SUPPORT SOCIAL ENTERPRISE

By harnessing robust data and working in partnership across sectors, we'll influence national and local policy and position social entrepreneurship as a driver of regeneration, climate justice, and inclusive growth.

By 2028, we will continue to amplify the voices of underrepresented entrepreneurs and **establish SSE as the go-to convenor, connector and champion of the UK's social economy.**



# OUR LEARNING PROGRAMMES

We offer lots of ways than for people to access learning that supports real-world change. From deep, structured programmes to bite-sized workshops and webinars, our course offer reflects the diversity of needs across the social enterprise and VCSE sectors.

Our learning programmes are designed to enable our strategic goal of igniting the social economy.

**This is done through three key pillars:**



To ignite entrepreneurship in communities to achieve social and economic renewal



To accelerate social innovation to tackle systemic challenges in society and to harness our network and insights



To influence policy and practice

**“ SSE changed my life! I will forever be grateful to SSE for what you have done for me and the organisation. ”**

— James Adeleke, *Generation Success*





# BENEFITS OF WORKING AT SSE



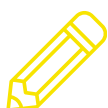
## TIME OFF

25 days' annual leave (pro-rata) plus UK bank holidays, with leave increasing incrementally after three years of continuous service.



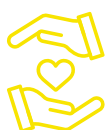
## PENSION & FINANCIAL SECURITY

We contribute 5% to your pension, and all staff are covered by a Death in Service benefit worth twice their annual salary.



## LEARNING & DEVELOPMENT

You'll have access to some of our SSE short courses and learning sessions free of charge, alongside an annual development budget.



## WELLBEING

All staff have access to an employee assistance programme and free eyecare vouchers.



## INCLUSION & CONNECTION

We're a certified Disability Confident Employer and are committed to building a genuinely inclusive culture. We come together as a whole team every two months, with regular online socials and annual in-person away days.



## FLEXIBLE WORKING & TRAVEL

We welcome flexible working and have team members based across the UK. We also offer a cycle to work scheme and, for London-based staff, an annual season ticket loan.

**“ Our culture is incredibly supportive and welcoming. It's something that SSE does exceptionally well. ”**

— SSE staff survey 2026



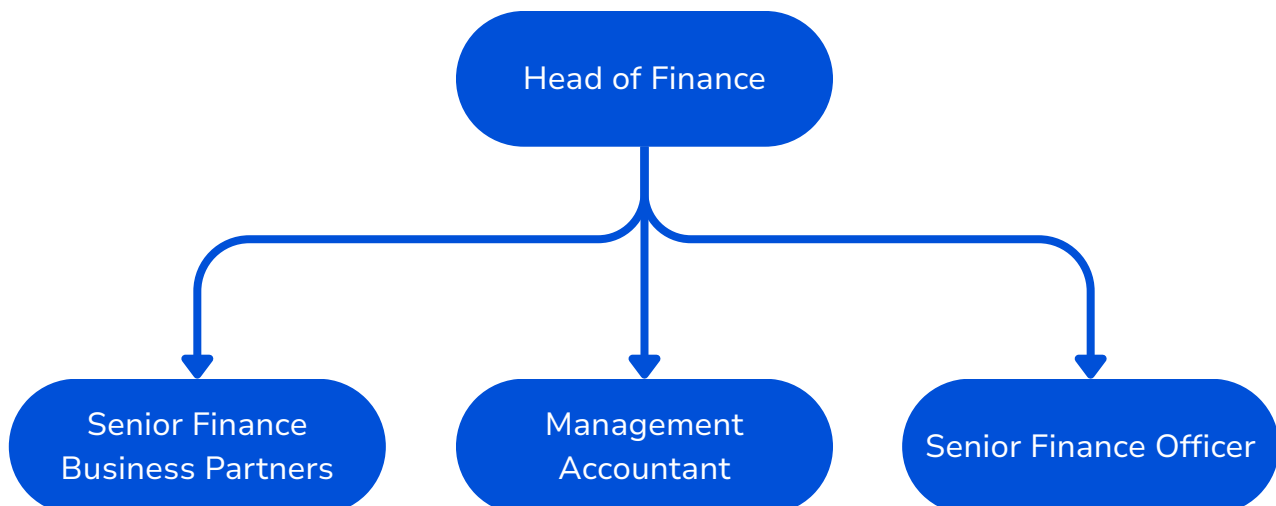
# ABOUT THE FINANCE TEAM

At SSE, finance isn't a back-office function — it's central to everything we do. Every pound we manage connects directly to our mission: supporting social entrepreneurs to change their communities for the better.

Our finance team is small, close-knit, and genuinely hands-on. We manage income from a wide range of funders — from major institutions through to smaller, place-based partners — alongside distributing millions of pounds in grants directly to the social entrepreneurs we exist to serve. The work is varied, meaningful, and never dull.

Because we manage everything in-house, you genuinely own your work end to end — from coding invoices and uploading forecasts into Business Central, to presenting financial insight to our Senior Management Team and steering us through external audit.

We're a team that performs well but we never stand still and welcome people spotting a better way of doing something. If you want to embed smarter technology, automate a clunky process, we always welcome fresh thinking.





# SENIOR FINANCE BUSINESS PARTNER

## Key Responsibilities

### Strategic Financial Planning

- The Senior Finance Business Partner serves as the primary finance point of contact for teams across SSE, working closely with the Collaboration Manager to provide financial insight, support decision-making, and ensure effective planning, reporting, and performance management.
- Work closely with programme managers to develop and execute financial strategies aligned with the SSE's objectives
- Provide insights into key financial drivers, risks, and opportunities to drive informed decision making.

### Budget & Forecasting

- Lead the budgeting and forecasting processes for programmes, ensuring financial plans are accurate, robust, and aligned with organisational priorities and strategic objectives.
- Partner with Programme Managers, the Collaboration Manager, and budget holders to develop, monitor, and review programme budgets, providing challenge, support, and financial insight to achieve agreed outcomes.
- Monitor programme expenditure and performance against approved budgets and forecasts, identifying variances, risks, and opportunities, and recommending appropriate corrective actions.
- Prepare, update, and upload programme forecasts into Business Central, ensuring financial information is accurate, complete, and submitted in line with reporting deadlines.

### Financial Analysis & Reporting

- Conduct detailed financial analysis of programme budgets, forecasts, expenditure, and benefits to identify trends, variances, risks, and opportunities, supporting effective programme delivery, value for money, and benefits realisation.
- Present financial insights, risks, and recommendations to Programme Boards and senior stakeholders, enabling informed decision-making, effective financial governance, and timely corrective action where required.



- Support the Head of Finance in the annual audit process, ensuring the timely preparation of financial information, audit evidence, and responses to internal and external audit queries.

## Business Partnering

- Serve as a trusted advisor across all programmes, fostering strong relationships and understanding their unique financial needs.
- Collaborate with various departments to provide financial guidance and support on strategic initiatives.
- Ensuring that all financial reporting / requests for information from SSE's funders are produced to a high standard and are completed within the relevant timeframes.
- Support project managers in managing their budget; providing support and advice and timely financial information.
- Support colleagues with their understanding of finance.

## Performance Monitoring

- Support the Head of Finance to monitor key performance indicators (KPIs) and financial metrics to assess business performance.
- Implement proactive measures to address deviations from financial targets
- Fulfil other duties/ deputise for Head of Finance as requested

## Other Duties

- Be responsible for the accurate coding of invoices for grants.
- Assist with the formulation and implementation of policies and procedures relating to the finance of the charity.
- Assist with the production of financial plans and other such financial information as deemed required to manage the charity.

## Key Relationships

The Senior Finance Business Partners serve as the primary finance point of contact for teams across SSE, working closely with the Collaboration Manager to provide financial insight, support decision-making, and ensure effective planning, reporting, and performance management. The post reports to the Head of Finance and collaborates closely with other Finance colleagues for consolidated reporting and coordinates with transactional processing team members to ensure accuracy of financial data.



# PERSON SPECIFICATION

## Essential

- Qualified or part-qualified accountant (CIMA, ACCA or ACA)
- Experience working as a senior finance business partner (ideally in the charity sector)
- Strong understanding of financial principles, accounting standards, and SORP requirements (including recent SORP 2026 changes).
- Experience of working with electronic finance systems
- Ability to work independently and take initiative
- Excellent analytical and problem-solving skills, with a keen attention to detail
- Excellent numeracy and advanced Microsoft Excel skills
- Exceptional communication and interpersonal skills with the ability to convey complex financial information to non-finance stakeholders
- Ability to work under pressure and meet deadlines
- Proven ability to influence decision-making at senior levels of an organisation
- Proficiency in financial modelling and analysis tools

## Desirable

- Experience working with Microsoft Dynamics 365 systems and Business Central
- Familiarity with Salesforce CRM or similar platforms
- Previous experience in a charitable organisation and knowledge of charity accounting
- An understanding of SSE and the philosophy underpinning our work and the sector
- An understanding of good financial management and the importance of care and accuracy
- An understanding of financial reporting.

## Personal Attributes

- Well organised, efficient and accurate
- Able to maintain confidentiality and deal with sensitive information
- Articulate with good verbal and written communication skills – ability to work with and support non-financial officers and managers

- Ability to maintain controls within the organisation to ensure financial probity
- Strong ability to use initiative, exercise sound judgment, and remain effective in ambiguous situations
- Ability to work independently on multiple projects and organise own workload and prioritise
- Ability to deputise for the Head of Finance if needed
- Adaptable and positive attitude toward new challenges
- Flexible team player
- Reliable and conscientious, taking personal responsibility for delivering quality work
- Attentive to opportunities for process improvement in finance procedures
- Friendly and maintains a positive attitude
- Candidates should be strongly motivated by, and committed to, SSE's mission and to the social enterprise sector and its development.



# KEY DETAILS

- Salary:** From £51,482 per annum pro rata + 5% pension
- Hours:** 0.6 FTE . Flexibility with week days to be worked and working hours are typically 9am - 5pm
- Annual leave:** 25 days per annum pro-rata + bank holidays
- Contract:** Permanent
- Flexibility:** Occasional travel to the London office for key stakeholder engagements, such as the annual audit, team away days, and other important in-person meetings.
- Location:** Flexible - Candidates must be based in the UK but can work remotely

**Please note, we are unable to accept applications from candidates who require visa sponsorship.**





# TO APPLY

Our application form can be found [here](#). The deadline for applications is 9:00am Monday 20th July 2026.

Interviews will be held online on Monday 27<sup>th</sup> and Friday 31<sup>st</sup> July 2026.

SSE particularly welcomes applications from racialised minorities who are currently under-represented in our workforce. We are committed to building a team that reflects the communities we serve.

If you have any questions, or require reasonable adjustments, please email [recruitment@sse.org.uk](mailto:recruitment@sse.org.uk) and title your email 'Senior Finance Business Partner Application'.

