

38 DEGREES
people. power. change.



Finance
Director



Starfish

Who are we?

38 Degrees is made up of more than 2 million people from all walks of life across the UK. We have different backgrounds and opinions, but we all agree – politics works better when more of us get involved.

38 Degrees helps make that happen, by giving people in every corner of the country the tools to make our voices heard on the issues we care about. Together, we sign online petitions, chip in to fund expert research and talk to our MPs. In the space of a week, millions of members could be campaigning on anything from protecting our NHS and stopping cuts to Universal Credit, to saving local libraries and pushing for laws that welcome more refugees. We run campaigns which help make Britain a better and fairer place to live.

38 Degrees is independent. The 2 million of us who take part vote for all political parties and none, and we're funded by tens of thousands of small donations from members of the public.

We don't just seek to change the outside world either; at 38 Degrees, we're always learning how to be even more mindful of how our country, our priorities and our team is changing, and are as responsive as possible to ensure our culture is as inclusive and considerate as humanly and technologically possible.

The 38 Degrees culture is honest, kind, supportive, courageous, and respectful. We move fast, and frequently change plans to respond to events. We work hard but we also have fun. We're currently a team of 42 staff based in London, Edinburgh and elsewhere through the UK.

Employee Value Proposition

Tagline

We've got a powerful mission and exceptional people bringing it to life.
Create a fairer world in an impactful, engaging and adaptive way.

Pillars

Learn every day

We're trying to better the world - and we can't do that without bettering ourselves in the process. Our collaborative and supportive nature means no question goes unanswered, and we aim to continuously grow as individuals and a team.

High trust, high impact

Whether you're one of our uniquely empowered interns or an experienced team member, trusting comes naturally to us. We all need support sometimes (or extra hands!) but we also have the space to go and thrive!

We belong, no exceptions

We're a team of passionate, extraordinary, kind, respectful individuals - and we wouldn't have it any other way. We make sure everyone feels seen and heard, and as a result believe our team is more creative, productive and safe.

Who should apply?

As the Finance Director and member of the Senior Leadership Team (SLT), you will play a crucial role in leading on all aspects of finance and helping to drive strategic priorities forward as we look to embark on our new plan. This is a new role for 38 Degrees and, along with our CEO, you will have the ability to shape it and define what success looks like.

You'll need to be comfortable operating at a strategic level and also willing to work closely with a small team on operational matters. You will also be confident in areas of governance & risk, providing routine reporting and insight to the Finance, Compliance, Risk & Control Committee. Building strong relationships and being able to quickly develop a rapport with the wider team is key to being successful in this role.

There are a number of other things that we'd love to see in candidates for this role:

- A Chartered Accountant with experience leading a finance function in an SME environment (a professional accounting qualification is required for this role).
- Not-for-profit sector experience would be beneficial, but it is more important to have a commercial mindset that could come from a variety of different sectors.
- You should enjoy working in a fast-paced, agile environment; you're able to grasp issues quickly and demonstrate a collaborative approach to problem solving, comfortable working outside your usual remit as required.
- With a strong analytical mindset, you will have the ability to manipulate data to enable more informed decision making, as well as developing a culture of KPIs across the organisation.
- Be willing to challenge the status quo, to find innovative answers and seek continuous improvement in systems and processes.
- It is important that you have an interest in campaigning and can take a business partnering approach when working with people across the organisation.
- You need to be a clear communicator that is able to adapt their approach when working with non financial specialists.
- Whilst there will be some administrative capacity available across the team to support this role, you will also need to demonstrate a willingness to get involved in day to day operational matters and research solutions where required.



What will you do?

- **Lead on strategic organisational initiatives not limited to purely finance**, actively participate in SLT meetings, consider decisions through a financial lens, whilst being thoughtful about how 38 Degrees achieves its campaigning objectives.
- **Manage the relationship with the FCRC Committee** (Finance, Compliance, Risk & Control), which is a sub-committee of the Board, working closely with other members of the Finance, People & Operations team to prepare reports, insights and analysis for meetings.
- **Be responsible for the production and delivery of all financial reporting** and provide support with non-financial reporting in other areas of the organisation as and when required.
- **Work closely with our Fundraising 'kernel'** (who are the group responsible for managing income), tracking income against targets on a monthly, quarterly and annual basis, providing analysis and insights to the team and supporting the decision-making process.
- **Manage the relationship with our outsourced financial service provider**, ensuring that service levels are maintained and that the financial processes are suitable for an organisation of our size and complexity.
- **Prepare the annual budget and reforecast**, working closely with other members of the SLT and key stakeholders across the organisation.
- **Manage the cash position**, including relationships with financial institutions (banks, investment managers and payment service providers), reviewing cash flow forecasts, managing investments and developing recommendations for the FCRC.
- **Develop and maintain a system of financial control**, ensuring that 38 Degrees has the appropriate policies, systems and procedures in place.
- **Lead the annual audit process**, working closely with our external auditors and financial service provider, you will lead in preparation of the year end accounts and the development of the financial section of the annual report.



Our commitment to Diversity & Inclusion

38 Degrees wants to make democracy work for everyone. That means living up to that mission by having a team that represents our membership and our location, making 38 Degrees a genuinely inclusive space to work. We are currently under-represented by people of colour, trans and non-binary people, older people and Disabled people. We welcome applicants from these groups.

What's next?

38 Degrees is committed to inclusive working practices, so during the application process we commit to:

- Paying for childcare whilst you're at 38 Degrees interviews or tasks.
- Paying for your travel costs to the office and back – and for overnight accommodation if you're travelling from a long distance. Right now though, given the restrictions COVID-19 presents, we are expecting all interviews to be held online using zoom.
- Making any reasonable adjustments – for example ensuring we have BSL interpreters organised in advance if you'd like them.
- If there anything else you're concerned about or think we could provide, please let us know.



Terms of appointment

Salary

Circa £70,000 per annum (pro rata).

Pension

There is a 7% employer's contribution to the workplace pension scheme once probation is cleared (3% before then).

Leave

Annual Leave is 27 days per annum plus Bank Holidays. Annual Leave is pro rata for part-time employees.

Location

UK based (with some travel to London if not London based).

Contract

This is a permanent, part-time appointment with 2 or 3 days per week (flexible for the right candidate).

Other benefits

24-hour employee support line, enhanced family leave policies, cycle to work scheme, free annual flu vaccination, rental deposit loan, contribution to eye tests.

The successful candidate must have the right to work in the UK at the time of appointment.



How to apply

We hope you will consider making an application. If you have questions about the appointment and would find it helpful to have an informal conversation, please contact Katy.Giddens@starfishsearch.com or Mark.Crowley@starfishsearch.com and we will be happy to arrange a call.

To make an application, please go to <https://starfishsearch.com/jobs/38-degrees-finance-director/> and click on the apply now button, with the following prepared:

- your CV.
- a supporting statement that sets out why you think this role is the right move for you and responds to what we are looking for.
- please also clearly state your working days preference for this role.

Closing date

Friday 20th November 2020



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