LEDYA YN KOLONNEK, OW KORRA POBEL KYNSA

LEADING COURAGEOUSLY,
PUTTING PEOPLE FIRST

CORNWALL COUNCIL
one and all • onen hag oll

Chief Finance Officer (S151)

Salary: up to £177,428







Closing date: 9am, Monday 7 December 2026

Starfish

Welcome

From Leader of Cornwall Council, Councillor Leigh Frost and Andy Keeling, Interim Chief Executive

Thank you for your interest in the role of Chief Finance Officer at Cornwall Council.

Cornwall is a unique and special part of the country, known for its natural beauty but also for its strong communities, distinct identity and shared sense of purpose. As one of the largest unitary authorities in England, we carry real responsibility for the services that residents rely on every day, and sound financial leadership sits at the heart of our ability to deliver them.

We have set a balanced budget across all three years of our Medium Term Financial Plan, which includes significant investment in children's services and adult social care. That gives us a strong platform, but delivering it depends on a significant savings programme over the period at a time when demand for services continues to grow. Our Chief Finance Officer will play a central role in making that plan work and in securing the Council's financial sustainability for the long term.

We are looking for someone who will be a trusted adviser to Members across all political groups, who can explain complex financial choices clearly and give candid advice, and who will lead the finance function as a genuine partner to services right across the organisation. You will also lead our financial relationship with Government and with the Council's group of companies at an important time, as we build on our devolution deal and explore our future as a Single Foundation Strategic Authority.

Cornwall is a place that rewards people who invest in it, and the relationships you build with Members, colleagues and partners will shape your success here

If you are excited by the opportunity to lead the finances of a large and ambitious council, we would be delighted to receive your application.





Top: Councillor Leigh Frost, Leader of Cornwall Council
Bottom: Andy Keeling, Interim Chief Executive

About us

Cornwall is blessed with world-class natural beauty matched by leading-edge innovation and real ambition.

We see Cornwall as the UK's fifth nation, proud of our Celtic heritage, shaped by our pioneering history and focused on a bright future for one and all. The Government formally recognises the distinct identity of Cornish people, granting minority status within the UK, and the Cornish language, Kernewek, is a fundamental part of Cornwall's identity.

Cornwall is a thriving cultural destination, home to globally renowned natural and built attractions, a vibrant food scene, a growing university sector and a rich arts offer. It is also fast becoming key to the sustainability of the UK economy, with cutting-edge technologies being developed across renewable energy, critical minerals, defence, agri-food and space, alongside the UK's first spaceport.





With **a workforce of around 5,800**, the Council is the largest employer in the county, delivering services to more than **570,000 residents** and supported by **12 Community Area Partnerships** that make sure local priorities from every community are heard and acted upon.

Our mission is **"Doing our BEST for Cornwall: being Bold and Empowering to create Sustainable change Together"**.

What makes us different?

A strong and mature organisation

We are an award-winning council with a clear track record of delivery, consistently in tune with residents and businesses. Our Members and employees are proud to work for Cornwall, driving commitment and fuelling ambition for the place in which we live.

A strong, devolved voice

As the first rural authority to agree a devolution deal with Government, Cornwall Council has real powers over transport, energy, health, social care and heritage, giving Cornwall genuine influence over its own future.

Exceptional connectivity

Cornwall is the landing point for 22 of the world's fastest transatlantic fibre optic cables, and Cornwall Airport Newquay, owned by the Council, is the fastest-growing regional airport in the UK, connecting over 400,000 passengers a year.



An outstanding natural environment

A spectacular coastline, beautiful beaches and sweeping moorland, much of it protected as an Area of Outstanding Natural Beauty, make Cornwall one of the most scenic places in the UK to live and work.

A safe, welcoming place to live and work

With crime rates among the lowest in the UK, children's services rated Good by Ofsted and 13 higher education campuses across the county, Cornwall is a brilliant place for families and people of all ages.

Team Cornwall

We are respected at a regional and national level for our innovation, best practice and championing of sector-led improvement. Our latest peer challenge highlighted a range of strengths in our approach:

OUR STRONG SENSE OF PLACE, with a proud identity and heritage, underpins a shared long-term ambition for the area.

THE CALIBRE, COMMITMENT AND PASSION OF OUR ELECTED MEMBERS AND OFFICERS results in a highly effective organisation with loyal and experienced staff.



A STRONG TRACK RECORD WITH GOVERNMENT, reflected in the intention to explore designating the Council as a Single Foundation Strategic Authority, which would be a unique hybrid arrangement.





A CONSTRUCTIVE CULTURE across the organisation is the result of conscious endeavour and insightful leadership, supported by open and accessible leaders, extensive staff engagement, strong development opportunities and well-embedded organisational values and principles.

EXCELLENT AND MATURE PARTNERSHIPS, with genuinely shared ambitions, joint endeavour and buy-in at both the strategic and operational level.



Senior Leadership structure

Chief Executive

Strategic Director – Safe and Caring Communities (DASS)



Strategic Director – Community Wellbeing



Strategic Director – Together for Families (DCS)



Strategic Director – Sustainable Growth and Place



Chief Financial Officer (S151)



Role profile

Purpose

As Chief Finance Officer, you will be the Council's statutory Section 151 Officer, responsible for the effective stewardship of Cornwall Council's resources and the long-term financial health of the organisation. Reporting directly to the Chief Executive Officer you will be a key member of the Council's Directing Team, working with fellow Directors and closely with the Council's group of companies. You will exercise independent professional judgement, giving clear, impartial and timely advice to Members and officers, and build a culture of shared, evidence-based financial responsibility across the Council's leadership.

Staffing and Budgets

Gross revenue budget of around **£1.6bn**

Capital programme of around **£1.8bn**

Savings programme of **more than £150m** across the three-year Medium Term Financial Plan

Direct leadership of the Council's finance function, covering Accountancy, Treasury Management and Pensions, Assessment, Billing and Collection (revenues and benefits), and Performance and Business Planning

Key responsibilities

STATUTORY AND FINANCIAL LEADERSHIP

- Act as the Council's Section 151 Officer, ensuring the proper administration of its financial affairs and maintaining effective deputy and continuity arrangements for the statutory finance function.
- Lead the development and delivery of the medium-term financial strategy, aligning resources with Council priorities and ensuring that budget proposals, savings plans and investment decisions are realistic, affordable and sustainable.
- Report on the robustness of budget estimates and the adequacy of proposed reserves, providing independent advice to inform the Council's budget-setting decisions.
- Lead the capital and treasury strategies, ensuring that borrowing, investment, cash flow and capital commitments are assessed for affordability, prudence and sustainability.
- Maintain an effective financial control framework, including financial regulations, delegated authorities, grant compliance and arrangements to prevent and detect financial irregularity.
- Lead accurate, timely and transparent financial reporting and the preparation of the annual accounts, building strong relationships with external auditors and the Audit Committee.





ADVISING MEMBERS AND THE DIRECTING TEAM

- Be a trusted adviser to the Leader, Cabinet and all Members, explaining complex financial choices clearly and making sure every material decision takes account of its immediate and longer-term financial implications.
- Communicate financial complexity and financial choices in an inclusive and meaningful way, so that Members, employees and the public can engage with the impact of budget decisions.
- Establish clear financial accountability across all directorates, supporting and challenging budget holders while retaining corporate oversight of the Council's overall financial position.
- Provide financial challenge and assurance over transformation programmes, testing business cases, deliverability, implementation costs and the realisation of recurring savings.





- Act as Senior Responsible Officer for the Corporate Finance and Performance Overview and Scrutiny Committee and the Budget Development Overview and Scrutiny Committee.

GOVERNMENT AND DEVOLUTION

- Lead the Council's financial relationship with Government, including the opportunities that come with the devolution deal, a multi-year settlement and the potential designation as a Single Foundation Strategic Authority.

GROUP COMPANIES AND PENSIONS

- Act as the Council's lead financial officer for its relationship with Council-owned companies, providing financial oversight and challenge of business plans, performance, loans, guarantees and other material financial exposures.
- Clearly define the responsibilities for pension fund financial stewardship and administration, distinguishing these from the Council's responsibilities as an employer.

LEADING THE FINANCE FUNCTION

- Lead, develop and motivate the finance team, with effective business partnering, succession planning and professional development, so that finance works as a genuine partner to services right across the organisation.
- Strengthen financial literacy across the wider organisation, building capability and accountability among leaders and managers.

VISIBLE LEADERSHIP

- Be a visible place leader within Cornwall, able to engage with local communities and within commutable daily travel of the Council.



What we are looking for

We are looking for a qualified, senior finance leader who has experience across large, complex organisations.

You will bring:

- **A strong track record of financial leadership**, including the delivery of significant savings programmes and balanced medium-term financial plans.
- **Experience of managing large capital programmes** and complex treasury management arrangements.
- **The ability to give clear, candid and trusted advice** to elected Members and senior leaders in a political environment.
- **Experience of leading and developing a finance function** that partners effectively with services.
- **The credibility to represent the Council** with Government and external partners.
- **Experience** as a qualified, senior finance leader across large, complex organisations.
- **The professional qualification requirements** for the role of S151 officer.

We welcome applications from across local government and the wider public sector, including the NHS and combined authorities. This is a politically restricted post.







Salary and benefits

Salary: up to £177,428

Working at Cornwall Council

Cornwall Council's ambition is to be an employer of choice, a high performing Council and a learning organisation.

We offer a range of flexible working options to help our employees achieve a good work-life balance while ensuring service needs are met.

OUR CORE EMPLOYEE REWARDS AND BENEFITS INCLUDE:

- A competitive salary.
- A defined benefit pension scheme based on career average earnings, with automatic enrolment into the Local Government Pension Scheme and the option of additional voluntary contributions.
- A generous annual leave entitlement with the option to purchase additional leave.
- A supportive culture focussed on health and wellbeing.
- An employee benefits scheme giving employees access to a wide range of discounts to local and national goods and services.
- A relocation package.



How to apply

We hope you will consider making an application. To make an application, please go to the Starfish Search website here and click on the apply now button, with the following prepared:

- Your CV (no more than three sides of A4).
- A supporting statement (no more than three sides of A4) that sets out why you think this role is the right move for you and how you meet the knowledge and experience criteria.

We would also be grateful if you would complete the Equality and Diversity monitoring form on the online application process. This form is for monitoring purposes only and is not treated as part of your application.

Key dates

Closing date	**9am, Monday 7 December 2026**
Longlisting	**17 December 2026**
Technical Interviews	**w/c 4 January 2027**
Shortlisting	**12 January 2027**
Final assessments and interviews	**1 February 2027**

Contact Information

For a confidential discussion about the role please contact:
Tim Farr on **07756 293292** or **tim.farr@starfishsearch.com**
Sunita Patel on **07561 708 023** or **sunita.patel@starfishsearch.com**
or visit **https://starfishsearch.com/jobs/cornwall-cfo**



We are the UK's fifth nation – proud of our Celtic heritage, shaped by our pioneering history and focused on our future.

We will work hard to unlock the potential of our people, communities and resources for the benefit of one and all.



If you would like this information in another format or language please contact us:

Cornwall Council, County Hall, Treyew Road, Truro TR1 3AY

Email: customerservices@cornwall.gov.uk

www.cornwall.gov.uk Telephone: 0300 1234 100

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