

# HEAD OF FINANCE

## Job description

Location	London, 2 days in the office
Hours	Full time. 5-6month fixed term contract
Reports to	Managing Director, Finance and Operations
Start date	By 16 <sup>th</sup> March
Application deadline	18 <sup>th</sup> February 2026, 9AM GMT

## About the Freedom Fund

At the Freedom Fund, we believe in the power of frontline leadership to end modern slavery. We are a collaborative fund that exists to get resources where they are most needed, into the hands of those working directly to dismantle systems of exploitation. Since our founding in 2014, we've invested over \$100 million into community-based organizations across Asia, Africa, and South America, supporting survivors, building movements, and creating lasting change.

We know that human trafficking and forced labor are not abstract issues, they are deeply rooted in injustice, inequality, and systemic failure. As we look ahead to 2030, our new strategy focuses on doubling down on what works: investing in frontline partners, amplifying survivor leadership, influencing global systems, and shifting power and funding to communities. By the end of this strategic period, we aim to directly improve the lives of 2.5 million people currently at risk of slavery, strengthen anti-slavery movements across 11 countries, and mobilize \$350 million in support of our shared mission.

We are committed to being a values-driven employer. Our organizational culture is warm, collaborative, and committed to continuous learning. We strive to be a place where people feel safe, valued, and able to do their best work in service of our vision: a world free of slavery.

## About the position

The successful candidate will be a seasoned senior finance leader with substantial experience operating in complex, international and grant-funded environments. Reporting to the Director of Finance & Operations, they will bring a strategic mindset, strong technical foundations, and a proven track record of leading high-performing finance teams through periods of change.

They will combine strong financial stewardship with the ability to set direction, articulate a clear vision for the finance function, and motivate others to deliver. Comfortable moving between big-picture thinking and operational detail, they will ensure the team produces insightful, timely financial information that supports effective decision-making by senior leadership and the Board.

With a collaborative and coaching leadership style, they will build confidence in finance across the organisation, strengthen controls and compliance, and champion continuous improvement. This is not a “holding” position: the postholder will be expected to step in quickly, build trust, take ownership, and provide calm, decisive leadership throughout the interim period.

## Responsibilities

### Financial Leadership & Operations

- Provide day-to-day leadership of the finance function, ensuring effective delivery and prioritisation
- Oversee financial operations across the UK and overseas entities, including branch offices
- Maintain and strengthen financial controls, policies and procedures
- Lead on process and systems improvements where needed to ensure effective and proportionate control
- Act as senior finance contact for internal stakeholders across programmes and central teams

### Financial Management & Control

- Ensure accounting records are complete, accurate and compliant with relevant standards
- Forecast and monitor cashflow across the group
- Oversee banking arrangements and treasury management
- Review outsourced services (e.g. payroll, bookkeeping) to ensure accuracy and compliance
- Ensure effective management of VAT, corporation tax and other statutory obligations where applicable

### Reporting, Audit & Compliance

- Take a lead role in the preparation of statutory accounts and supporting schedules
- Act as the primary liaison with external auditors (UK, US and overseas entities)
- Manage audit processes efficiently and to timetable

- Oversee donor audits and financial compliance with grant agreements
- Ensure high-quality monthly and quarterly management reporting for senior leadership and the Board

### **Budgeting & Planning**

- Oversee annual budgeting and periodic reforecasting processes
- Provide financial insight and analysis to support programme and organisational decision-making
- Support longer-term financial planning as required during the interim period

### **People Management & Capability**

- Line manage six finance staff, including managers
- Provide clear direction, support and challenge to the wider finance team
- Ensure continuity of performance, morale and delivery during the interim period
- Support handover and knowledge transfer as appropriate

### **Other**

- Support with Company Secretary tasks
- Work with other members of the broader Finance and Operations team (Head of HR & Operations and Safeguarding Manager)
- Serve on the Wider Management Team of the organisation
- Provide reports as required for the Senior Leadership Team and the Board
- Any other tasks commensurate with this role as determined by the Managing Director, Finance and Operations.

## **Qualifications and experience**

### **Essential**

- Fully qualified accountant (ACA, ACCA, CIMA, CIPFA or equivalent)
- Proven senior finance leadership experience within an international charity or NGO
- Demonstrable experience of:
  - UK Charity SORP and statutory accounts
  - Managing audits across multiple jurisdictions
  - Restricted and unrestricted fund accounting
  - Donor reporting and donor audit processes
- Strong people management experience, including managing managers.
- Experience overseeing finance operations for overseas entities or branches
- Ability to operate confidently at senior leadership and Board level
- Hands-on, delivery-focused approach suited to interim assignments
- Must have the right to work in the UK.

### Highly Desirable

- Experience working in grant-funded, donor-heavy environments
- Prior interim or fixed-term senior leadership experience
- Exposure to systems improvement or finance transformation projects
- Experience working with US entities or US-based audits

## Personal attributes

- Comfortable stepping into an organisation quickly and building trust
- Able to balance strategic oversight with operational detail
- Pragmatic and solutions-focused
- Credible, calm and decisive leadership style
- Clear communicator with finance and non-finance colleagues

## Compensation

For UK:

- £76,819-80,862 per annum
- 10% non-contributory pension scheme.
- 25 days holiday, plus bank holidays, additional 3 Christmas holidays
- Season ticket loan and cycle scheme available.

## Application procedure

Applications should be submitted in English and include a CV and contact details of two professional referees, one of which must be the applicant's current / most recent line manager or current / most recent Head of HR. If professional referees are not applicable, personal references are welcomed, providing they are able to speak to the strengths listed in the above description.

Please send applications by email in PDF format to [jobs@freedomfund.org](mailto:jobs@freedomfund.org), including **Head of Finance** in the subject line before **9AM on 18th<sup>th</sup> February 2026**.

Please note that only candidates selected for further consideration will be contacted. No phone calls please. **No agencies please.**

The Freedom Fund is an equal opportunities employer. In line with our values of respect, agility, and excellence, we value the strength of a diverse workforce and strongly encourage applications from people with disabilities, Black, Asian, Indigenous or Minority Ethnic backgrounds, LGBTQ+ and from different socio-economic backgrounds. Applicants must be eligible to work in London / in the hotspot country. The Freedom Fund will aim to meet candidates' access requirements throughout the recruitment process. If this is applicable, then please notify us.

**The Freedom Fund is committed to the importance of meaningful survivor inclusion and leadership. As such, particular consideration will be given to applicants with lived experience of trafficking and/or forced labour.**

The Freedom Fund offers any candidates with lived experience of trafficking and/or forced labour the opportunity to have an informal and confidential pre-application chat with a member of our team to discuss suitability for the role as well as any reasonable adjustments that may be needed for the recruitment process. This conversation is intended to provide support to the candidate and will not have any negative impact on the recruitment process. Please get in touch at [jobs@freedomfund.org](mailto:jobs@freedomfund.org)

## Background checks

As part of our commitment to the protection of children and vulnerable people in our work, any offer of employment with the Freedom Fund will be subject to satisfactory pre-employment checks to ensure we recruit only those who are suitable to work with children and vulnerable persons. These checks include Disclosure and Barring Service and/or International Criminal Records Checks, satisfactory references, proof of eligibility to work in the national location of this role and checks against the Office of Foreign Assets Control data list (OFAC) which highlights any connections to terrorism or trafficking.

At the Freedom Fund, we are conscious that some candidates may have criminal records resulting from their experience of trafficking and/or forced labour. Applications from individuals with a criminal record, or who have been formerly incarcerated are accepted. We welcome a confidential conversation on this as part of the pre-application chat noted above or at the point of an offer being made.

Any offer of employment or consultancy with The Freedom Fund will only be made following successful background checks conducted on the applicant. Such checks may be updated periodically during the period of employment or consultancy. Initial checks will only be undertaken at the point of a job offer being made, and always with the prior permission of the candidate.