



CHIEF FINANCIAL OFFICER

Location: Flexible remote and regular presence at our office in Horsham, West Sussex for executive and team meetings

Salary circa £60,000 FTE depending on experience

Level Grade 2 Band A

Full-time 35 hours per week

About the Charity

Born Free works tirelessly to ensure that all wild animals, whether living in captivity or in the wild, are treated with compassion and respect and are able to live their lives according to their needs. As a leading wildlife charity, we oppose the exploitation of wild animals in captivity and campaign to keep them where they belong – in the wild.

We promote Compassionate Conservation to enhance the survival of threatened species in the wild and protect natural habitats while respecting the needs and safeguarding the welfare of individual animals. We seek to have a positive impact on animals in the wild and protect their ecosystems in perpetuity, for their own intrinsic value and for the critical roles they play within the natural world.

Set up initially as Zoo Check in 1984 by Bill, Virginia and their son Will Travers, Born Free has worked tirelessly for 36 years to prevent captive animal suffering and phase out zoos. Will continues to lead the organisation as Executive President, and Virginia remains active on the Board of Trustees and works closely with the team to share our work on public forums.

The Chief Financial Officer role is a new role to Born Free and replaces a previous Head of Finance post. This new role will be pivotal to assisting the charity to transform its internal systems and processes, and professionalising the overall organisation in collaboration with the Managing Director and the Executive President.

The Role

The CFO will need to have the authority and experience to be immediately credible internally and externally, combined with the energy and hands-on attitude to thrive in a lean environment with strong focus on performance.

Key tasks will include:

- Managing complex budget setting which includes the international branches/subsidiaries which form part of the overall organisation. You will lead in the provision of timely and accurate financial information, effective cost management and financial assessment of new initiatives.
- Working with the Executive President and managing Director, and Heads of Department to ensure the delivery of sustainable outstanding performance, contributing to the strategic debate, and supporting future growth across revenue and margins;
- Leading financial business planning and forecasting as well as the regular charity review meetings across the organisation;
- Selectively building capability in the finance function and ensuring that financial controls remain sufficiently robust as the charity grows;
- Adding substantial value to financial performance through the continued development and monitoring of key performance financial indicators (including return on assets/working capital/cash flow, etc.);

- Identifying compliance, and assessing and managing risk through a commercial as well as a financial lens, maintaining strong internal controls, including environment and financial reporting processes;
- Leading charity-wide transformation programs and be able to translate detailed information into clear, concise, and accessible messaging;
- Identifying opportunities for top-line growth and drive profit improvement, not just through the traditional methods of cost control, but also through examples such as charitable activity versus profitability analysis and benchmarking against sector peers;
- Supporting strategy development and helping enable its execution, prioritising and ensuring that the strategy can be funded. Communicating the strategy and progress against it to internal and external stakeholders and investors.

The Born Free Foundation is looking to recruit a CFO who will be a strategic and operational partner to the Executive Management Team as the charity grows. Key experiences and capability will include:

- Track record of success as a CFO of an internationally listed charity, or perhaps as medium sized UK based charity, with the experience and skillset to make the transition;
- Credible and authoritative in leading the agenda with internal and external stakeholders;
- A flexible, entrepreneurial approach; comfortable working in a 'small-business' environment whilst sustaining 'big-business' performance and results;
- Experience of managing sustainable organic growth; understands the financial levers to pull to enable consistent revenue and margin improvement and the potential risks along the way;
- Strong intellect; quick thinker, able to act as a strategic thought partner and challenger to the Managing Director, Executive President and to the Heads of Department in the business units;
- A strong performance management focus, able to partner with the Managing Director on driving operational as well as financial performance, making a broad contribution across the charity;
- The appetite and mind-set to drill down into detail, get to the heart of issues and drive through change where needed;
- Decisive and straightforward; low ego and a team player; high levels of drive and energy; and a sense of humour.

The successful candidate will need to have:

Education to a degree level or a Business Management Qualification with a professional qualification i.e. ACCA, CCAB, ACA, CIMA

The candidate will be managed directly by the Managing Director, and work closely with the Executive President, Board of Trustees and the Finance and General Purpose Committee. This role will directly manage a finance team of three personnel.

Applications with a covering letter and CV should be sent to finance@bornfree.org.uk by 5pm 15th January 2021.

If you do not receive an invitation for an interview by 20th January, then you have unfortunately not been shortlisted. The first round of interviews are scheduled to take place on 26th and 27th January (mornings). The interviews are likely to take place on Zoom, due to Covid-related restrictions.

Thank you for your interest.