



STAMFORD
SCHOOL

Director of Finance

2026 Advert Pack

A large, historic stone building with Gothic architectural features, including a prominent circular clock face on the left and a tall bell tower on the right. The building is set against a blue sky with scattered white clouds. In the foreground, there is a well-maintained green lawn with distinct mowing stripes, bordered by a row of purple lavender plants. A paved path leads from the bottom right towards the lavender.

Welcome to STAMFORD



Stamford | www.stamfordschools.org.uk | 01780 484267

Head *of* STAMFORD



"Stamford ignites ambition in young people and unleashes their potential into the world. We aim to do this for our colleagues too, through Team, Fire and Spirit."

Chris Seal - Head

We want you to flourish as part of 'Team Stamford'- our strategic vision, driving community, togetherness and excellence. We are ambitious about our future, lighting fires in academic disciplines and the wider curriculum through evidence informed practice.

The Stamford Spirit is strong in Old Stamfordians, former teachers and parents. There is a sense of loyalty, support for each other, and genuine engagement with the school. We have traditions but are not bound by them, high standards and humility, and confidence without arrogance. We are made by Stamford.

In this pack you will discover all the information you need to consider applying for this post however there is no substitute for the real thing. Come and see us, witness the beauty of our town, our surroundings and the warmth of our welcome.

Good luck in your application, I look forward to hearing more about you.



The Role and Department

Stamford Endowed Schools is a leading HMC independent co-educational day and boarding school educating 1250 children aged 2–18 across three sites in Stamford, Lincolnshire, with a turnover of c£28m and around 500 colleagues.

Independent schools are facing unprecedented challenges following the pandemic and an ever-changing financial landscape. Stamford is searching for a Director of Finance who understands these challenges and uses them as an opportunity to flourish.

Through forward thinking governance and leadership, Stamford is a successful school with an exciting future. With a new Strategic Plan (Towards 2032), an experienced leadership team in place and swiftly improving academic outcomes, Stamford provides an opportunity for an ambitious and creative professional to join a committed and able team.

Given the challenges outlined above, this is a hugely rewarding role for the right candidate who will work within a supportive and reflective senior leadership team.

The Director of Finance is the School's most senior finance executive and a key member of the Senior Executive Team, reporting directly to the Head. The role carries full accountability for finance, together with strategic input across IT, Estates, Operations, Sales, Marketing, HR, and Commercial functions, and direct line management of a finance team of five.

This is a senior, commercially facing role for a financially astute leader who can operate at both strategic and hands-on level, and who is comfortable presenting financial analysis and strategy directly to the Board of Governors.



Key Responsibilities

- Full ownership of financial and management accounts, budgeting, forecasting and Board-level financial reporting.
- Treasury and banking, including management of the capital structure, covenant compliance and banking relationships.
- Lead liaison with the bank and point of contact for the management of that relationship.
- Payroll, pensions, procurement and capital project financial oversight.
- Development and delivery of financial strategy, including cost-base and revenue restructuring where required to protect long-term viability.
- Leadership and development of the finance team, and broader input into the School's commercial arm and trading subsidiary.
- Regulatory compliance and reporting, and support to the Head and Governing Body on financial strategy and risk.
- Ownership of all discounts, revenue, and costs particularly the charitable requirement of significant bursary allocations.
- Financial advisor to the Strategic Executive Team and the Board.
- Regular, evidence informed and timely strategic input to the Strategic Executive Team and the Board.



Working Arrangements

Job Title

Director of Finance

Reporting To

Head

Salary

£70,000 to £80,000

(dependent on qualifications and experience).

Hours of Work

37.5 hours per week.

Working Arrangement

52 weeks.

Starting December 2026.

Annual Leave

All annual leave will be taken in the school holidays.

Other Arrangements

- A contributory pension scheme with 4% employer contributions.
- Up to 65% remission on school fees, subject to scheme rules.
- 20% School Shop discount.
- 20% Swim School discount.
- 20% Summer Camps discount.
- 50% Casual boarding for staff children discount.
- Free school lunch.
- Free on-site parking.
- Free use of school gym and swimming pool*
- Cycle to Work scheme.
- Electric Vehicles' Salary Sacrifice Scheme (subject to eligibility).
- Excellent working conditions.
- Support for training and development and an annual review programme.
- Online GP service.
- Access to an Employee Assistance Programme for staff. 24:7:365 advisory telephone advice service and telephone counselling.

**Subject to restricted access hours*



Candidate Specification

Essential:

- Recognised accountancy qualification (ACA, ACCA or CIMA) or qualified by extensive relevant experience.
- Substantial senior finance leadership experience within a large, complex organisation. Proven experience managing banking relationships, covenants and capital structure.
- Strong Board-level communication and presentation skills, with the ability to explain complex financial issues to non-financial stakeholders.
- Experience leading and developing a finance team and leading organisational change.
- Advanced financial modelling, Excel and financial presentations skills.

Desirable:

- Prior experience in the education or charitable sector.
- Experience of ERP and SQL-based management reporting.
- Experience overseeing IT, estates or operations functions alongside finance.



The Application

Candidates should apply via the School's website
www.stamfordschools.org.uk/about-stamford/vacancies

For an informal discussion about the role please contact;

Louisa Plummer, Director of People
ljplummer@ses.lincs.sch.uk

Closing date for applications is: Friday 2nd October.

Interviews may be held as applications are received.





A Great Place to Work and Live

A Historic location

Stamford is a historical market town which was recently voted by The Sunday Times as ‘The Best Place to Live in Britain’.

Stamford is a Lincolnshire market town known for its historic buildings, independent retailers, proximity to the countryside and excellent transport links. Stamford is well connected by rail with direct services to Cambridge, Stansted Airport and Birmingham. Peterborough is 12 minutes away by train from where there is a 45-minute rail service to London King’s Cross, making the area particularly attractive to families who commute to work in London or internationally.

Stamford School is rooted in the heart of Stamford town with a 55-acre school site. The Nursery and Junior School are located to the west of the town, whilst the Sixth Form campus (St Martin’s) and the main senior school (St Paul’s) are situated in the heart of the town centre, on either side of the river Welland.

As Stamford’s largest employer, we demonstrate our social responsibility in various ways, including supporting local businesses via our Stamford Card initiative and Parent & Alumni Business Directory, volunteering schemes and charity work. Our school facilities are also used by local state schools, groups, and organisations for sporting and music events.



Stamford School

The School is a part of the great heritage of Stamford living and a symbol of its vibrancy and evolution.

Stamford School is a large, co-educational day and boarding school for boys and girls aged 2 to 18. Established in 1532, it has a prestigious heritage, but everything we do is focused on preparing young people to lead happy and fulfilling lives in the 21st century.

Stamford is a family-friendly, inclusive, happy school with a deep sense of community and belonging. Our students are famously 'rounded and grounded', and we have a broad social mix that our parents greatly value.

We strive to provide a stimulating and challenging curriculum that inspires intellectual curiosity and encourages a love of learning. Stamford strives to offer an outstanding, contemporary education. Our students leave us with a flexible, adaptable mindset and an approach to learning that equips them to face the challenges and opportunities of their future.

We also believe that a student's emotional well-being is paramount to their overall success. Our pastoral care system is embedded in our daily school life, ensuring that every student feels valued, supported, and understood. We foster strong relationships between students, teachers, and parents, promoting open communication and a sense of belonging within our school community.

We are proud to offer a well-rounded education packed with opportunities beyond the classroom.





STAMFORD
SCHOOL

Contact us:

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Stamford, Lincolnshire, PE9 2B
- ☎ 01780 484267
- 🌐 recruitment@ses.lincs.sch.uk
- ✉ www.stamfordschools.org.uk/about-stamford/vacancies
- 📘 facebook.com/stamfordendowedschools
- 🐦 twitter.com/@spedenews

