



RSPCA.

**Director of Finance
and Business Services**

CANDIDATE PACK



Imagine a world where all animals are treated with kindness and respect. Join our leadership team at this critical time and help us create a better world for every animal.

As the charity sector faces challenging times, we need a Director of Finance and Business Services who can continue our work to put the RSPCA on a sustainable financial footing. As a critical part of our skilled and experienced leadership team, you will deliver strong financial governance so our 200-year-old organisation can continue to improve animals' lives for many more years to come.

For more than two centuries, the RSPCA has led the fight against cruelty, transformed legislation, rescued and rehabilitated countless animals, and inspired millions of people to take action. Today, animals face more complex and urgent challenges than ever before – from the pressures of low-welfare farming and climate change to the cost-of-living crisis. Our refreshed strategy sets out a bold vision to meet these challenges. However, we, like many others in the sector and beyond, are facing huge financial pressures, and we need strong leadership to ensure we maintain the financial controls that safeguard our vital services for the future.

About you

You'll need a proven track record of managing the finances of a large, complex organisation in line with its strategic priorities. You may also have experience of managing other key areas such as Estates & Environment, IT, Procurement, Legal, and Legacy Income Management. You will have guided organisations through periods of economic uncertainty and financial challenge, and you will have experience of supporting an organisation to make the strategic decisions that drive success in a challenging financial climate. You will join us at an exciting time as we welcome our new Chief Executive (CEO) Joanna Rowland, and you will have the skills and experience to be a key advisor to her, and the RSPCA Board of Trustees, as we enter our next chapter.

Animals need us more than ever and we need strong leadership and governance to drive the societal change we all want to see. If you can bring the financial acumen, stability and sustainability we need to continue to create a better world for every animal, we'd love to hear from you.



OUR STRATEGY: TOGETHER FOR ANIMAL WELFARE

This year we refreshed our strategy to respond to the growing pressures animals face in a rapidly changing world. *Together for Animal Welfare* outlines our vision for a kinder future for animals.

We know we can't do it alone. By working in partnership with people, communities, organisations and governments, we can achieve more. Our aim is to grow a powerful, connected movement that creates a better world for every kind of animal.

Our five strategic priorities

- 1. Rescue and care** – We rescue and care for animals in need.
- 2. Advocacy and prevention** – We influence laws, shift attitudes and champion kindness.
- 3. Impact** – We deliver the greatest impact to animals.
- 4. Engagement** – We build lasting relationships with people and communities.
- 5. Organisational effectiveness** – We strive for excellence in all that we do.



What we've achieved so far

Together, we've made huge strides since 2021:

- Transformed our leadership, governance and organisational culture.
- Set a bold direction for collaboration with partners including Eurogroup, the World Animal Federation, Network Rail, NSPCC, and Mind.
- Launched a new brand to rally the public, sector and policymakers around urgent animal welfare issues.
- Delivered a £1.5m cost-of-living support fund and distributed more than a million pet meals to help keep animals in their homes.
- Funded support for animals and their owners fleeing the conflict in Ukraine.
- Rolled out a three-tier prevention framework to target cruelty where it's most severe.
- Introduced a new science-based approach to animal welfare, considering both physical and emotional wellbeing.
- Helped secure landmark legal changes including animal sentience in law, stronger sentencing for cruelty, and bans on live exports and primates as pets.
- Launched new thought leadership including the Animal Kindness Index, the Wilberforce Lecture, and the Animal Futures Project.
- Developed clear, evidence-based policies to improve animals' lives.

Our ambitions for the future

As we look ahead, we've identified nine key ambitions to drive our mission forward:

- End animal cruelty, abuse and neglect in England and Wales.
- End harmful selling and breeding of pets in England and Wales.
- Champion the global replacement of animal experiments with humane, non-animal methods.
- Secure international agreements to prioritise animal welfare, including a UN convention.
- Secure effective legal protection for all wildlife in England and Wales through robust new wildlife legislation.
- Achieve statutory powers for RSPCA inspectors in England and Wales.
- Build a millions-strong movement to create a better world for every kind of animal.
- Encourage people to 'eat less, eat better': Call for a significant reduction in meat, dairy and egg consumption by 2050.
- End lower welfare farming by bringing more farms under the RSPCA Assured scheme and continually driving up welfare standards.



WHAT WE'RE LOOKING FOR

Our Director of Finance and Business Services reports to the RSPCA Chief Executive (CEO) and will be responsible for providing financial leadership and strategic advice to the CEO, the Executive Leadership Team (ELT) and the RSPCA Board of Trustees.

The shared purpose of the Finance and Business Services Directorate is:

- To support the execution of strong governance.
- To be responsible for stewardship of the RSPCA's assets.
- To use our technical expertise to find innovative solutions to challenges.
- To provide high-quality information and analysis, providing insight on organisational performance to guide decision making.
- To lead or enable organisational progress with efficient systems and processes.
- To work collaboratively as partners to the business.

The personal attributes and key competencies we're looking for

Strong and strategic leader

- Outstanding stakeholder management skills and an extensive understanding of strategic financial management. Lead the departmental team and act as a role model as part of the ELT. Communicating and engaging with individuals and teams as needed, to ensure they have clear direction and know what they have to achieve to be successful.

Strategic thinking

- Demonstrates a holistic view of issues, events and activities, with a perception of their longer-term impact or wider implications.

Planning, action orientation and results driven

- Organises and prioritises work with a clear readiness to make decisions, take the initiative and focus on delivery.
- Seeks better ways of doing things, looking to improve on the status quo and is willing to deal with difficult situations that affect output and impact, whatever the organisational level of the role.

Quality orientation

- Takes a lead role in setting goals, standards and priorities. Follows through to ensure that quality and productivity standards are met.

Influencing and engagement

- Ability to influence, motivate and empower others in order to reach organisational goals. Solid negotiation skills. Will recognise the value of sharing ideas, knowledge and information with others and take personal responsibility for doing so. Works for a win-win outcome when resolving differences.

Oral and written communication

- Writes and speaks fluently and persuasively and is able to deliver arguments in a compelling manner to influence both individuals and groups.

Flexibility and resilience

- Successfully adapts to changing demands and conditions. Maintains effective work behaviour in the face of setbacks or pressure.

Personal motivation

- Commits self to work hard towards goals. Shows enthusiasm and career commitment with personal energy, enthusiasm and willingness to learn. Resilient and reflective, including to criticism of the organisation, which can be directed personally.

Leadership – corporate accountability

- Ability to work in the interest of the organisation as a whole – working closely with colleagues across all functions to get there. Motivates their team, displays an effective approach to internal communication and holds excellent interpersonal skills.

The essential key skills, qualifications and experience we're looking for



- Fellowship/membership of Professional Accounting Body (ICAEW, ICAS, ICAI, ACCA, CIPFA, CIMA).
- Extensive experience across a range of disciplines, in addition to finance, in a large, complex environment such as Legal & Legacy Management, IT Services, Procurement, and Estates & Environment.
- Experience in the analysis of situations, making judgements on the information available and balancing risk against desired outcomes.
- Knowledge of the charity sector, the Charities SORP and other regulatory requirements for the operation of charities.
- Capacity to assimilate, prioritise, analyse and interpret large volumes of data.
- Finance transformation with demonstrable experience of progressing key work streams and re-shaping finance to deliver high-impact business partnering.
- Change leadership skills with an ability to support the CEO, Board of Trustees, and ELT with sustainable delivery of the strategy.
- Setting relevant policy, processes and controls, and providing professional expertise, advice and guidance at the highest level.
- Proven ability to form partnerships, motivate, enthuse and drive individuals, and the ability to apply them to operational and strategic levels.
- Clear thinking with sound judgement – able to manage competing demands, make effective decisions under pressure and think creatively to come up with solutions to problems.
- High level of commercial awareness and intellectual rigour.
- Leadership skills and line management skills to lead the directorate, motivate and challenge.
- A demonstrable commitment to equality, diversity and inclusion (EDI).
- A commitment to the purpose and values of the RSPCA.

Desirable key skills

- A seasoned Finance Director with extensive experience in the non-profit sector.
- Experience of negotiating with trade unions.

Could this be you?

To find out more about the role and the full skills required, please review our [role profile](#).



JOIN THE MOVEMENT

At the RSPCA, we care deeply about people as well as animals. We're proud to champion a culture that's inclusive, supportive and full of purpose – where every team member and volunteer feels valued and empowered to grow. We invest in our people, nurturing talent at every level and creating opportunities to learn, develop and thrive.



Professional development

We'll support your ambitions with tailored development opportunities, training programmes and mentoring – so you can build your skills, grow your impact and shape a meaningful career.



Work-life balance

Flexible and hybrid working: enjoy the flexibility of working both in-office and remotely.

Generous paid time off: Benefit from 25 to 31 days of annual leave, plus bank holidays and a Society Day.

Family-friendly policies: Take advantage of maternity, adoption, shared parental leave, IVF treatment leave, and paternity leave.



Financial benefits

Competitive salary: Receive a competitive salary commensurate with your role and experience.

Pension scheme: Contribute to a defined-contribution pension with employer matching contributions.

Healthcare Cash Plan: Access subsidised healthcare coverage for medical, optical, and dental expenses.

Occupational sick pay: Generous sick pay benefits based on length of service.

Life assurance: Receive life insurance coverage for your dependents.



Perks and benefits

Dog-friendly workspaces: Bring your furry friend to work.

Cycle to work scheme: Take advantage of tax-free bike purchases.

Charity discounts: Enjoy discounts on various products and services.

Community Acts of Kindness: Volunteer your time to support community causes.

Join the RSPCA, and help build a kinder world for animals.

Here's how to apply.

Saxton Bampfylde Ltd is acting as an employment agency advisor to the RSPCA on this appointment.

Candidates should apply for this role through our website at: saxbam.com/appointments using the code **XANIC**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Wednesday, 10 December**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.

We are looking to appoint the successful candidate by **March/April 2026**.

The Royal Society for the Prevention of Cruelty to Animals (RSPCA) is a registered charity in England and Wales (registered number 219099), and a statutory corporation. As such the Board of Trustees has full legal responsibility for the actions of the charity under the Charities Act 2011 and the RSPCA Act 1932.

The RSPCA operates in partnership with a network of over 130 separately registered RSPCA branches throughout England and Wales.

