



CHIEF FINANCE OFFICER

Recruitment pack
June 2025

CAMPBELL
TICKELL



Contents



Your application	3	Group Structure	12
Welcome to Depaul International	4	Key terms and conditions.....	13
About Depaul International.....	6	Key dates and selection process.....	14
Role description	8	Media advert.....	15
Person Specification.....	10		

Your application



Thank you very much for your interest in the role of Chief Finance Officer at Depaul International. On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application.

You will no doubt do your own due diligence but please read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with me, so that we can talk through your offer and get a sense of how that aligns to what Depaul International is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/organisation, and you will also want to evidence how relevant your offer is to the role specification, again no more than two pages; and
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates.

Please submit your completed application documents using the online form, which is accessible via our jobs page: www.campbelltickell.com/jobs. You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

The role closes on Wednesday 16th July 2025 at 9.00am

Please ensure we receive your application in good time.

If you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply, please do call me on 07706 369273

Kind regards

Bill Barkworth,
Senior Associate Consultant
07706 369 273



Welcome to Depaul International



I am pleased that you are taking the time to consider this unique leadership opportunity with us. This pack has been prepared to provide further information about Depaul International and the Depaul Group and to help guide you through the application process.

The Depaul Group – currently made up internationally of seven subsidiary charities, the Institute of Global Homelessness (IGH) and the Famvin Homeless Alliance (FHA) - exists because we believe everyone deserves the dignity and security of a place to call home. We are locally governed and locally run and committed to ending homelessness and improving the lives of the people affected by it.

Our mission is rooted in the values, spirituality and example of St Vincent de Paul. Supporting people and communities who are marginalised or where there is a lack of existing support is at the heart of what we do. It's how the first of the Group charities was set up in the late 1980s in the UK after Cardinal Basil Hume and Church figures saw growing numbers of young people sleeping rough in the streets outside Westminster Cathedral. It's why we grew and set up homelessness services in Ireland and Northern Ireland in the early 2000s and why Depaul International was established

to oversee expansion into more countries in Europe and across to the USA. It's why we continually strive to give the best possible quality of service to those who most need our help.

In 2024, we launched an exciting and ambitious six-year strategy, 2024-2029. The strategy aims to address global homelessness, support the delivery of front line services, ensure greater global reach and local representation, raise greater awareness through communications and advocacy, and seek new areas of funding.

As Chief Finance Officer, and part of the Depaul International Senior Leadership Team, you are the person who provides the strategic leadership and effective financial and governance support to the Depaul Group. It's a pivotal role, one of ensuring best practice in financial management, overseeing financial management in the subsidiaries, setting financial standards for the Group and providing support to enable the subsidiaries to meet those standards.

In doing this you will need the credibility and relationship skills to work closely with multiple stakeholders across the diverse cultures of the Depaul Group, as well as with governments and other public bodies. It is a post that requires innovation and the ability to influence and work with complexity.

You will be working with a small team, so your strategic thinking and planning skills will be evident every day as we make decisions about how to co-ordinate resources and improve services. As a leader, you will know the importance of alignment to values and if you have looked at the Depaul Group, you will know that we take this commitment seriously. So, this role will suit if you are looking for a dynamic environment where you can work with people who have a shared commitment to making an impact on combatting homelessness.

Please take the time to read the information below and visit our website. If what you see inspires you, I hope you apply.

Matthew Carter OBE
Chief Executive Officer



About Depaul International

Our vision is of a society in which everyone has a place to call home and a stake in their community.

Our mission: we aim to end homelessness and change the lives of those affected by it.

The Depaul Group – made up internationally of seven charities and overseen by Depaul International – exists because we believe everyone deserves the dignity and security of a place to call home. We are locally governed and locally run and committed to ending homelessness and improving the lives of the people affected by it. The Depaul Group also has a key strategic relationship with the Ruff Institute of Global Homelessness (IGH) and the Famvin Homeless Alliance (FHA).

Depaul International oversees the Group, ensuring the highest standards of service provision, governance, finance and helping develop capacity in areas including fundraising, communications and safeguarding. DPI currently consists of a team of 14 including the Group CEO, Business Support Manager, Director of Finance and Resources, Director of Fundraising, Director of International Programmes, Head of Communications, Head of Programme and Business Development, and a number of programme, communications and support staff.

We are currently based in seven countries across Europe and North America, (Croatia, France,

Ireland, Slovakia, Ukraine, the United Kingdom and the United States of America) providing a range of urgent accommodation and services for people in great need. As part of our current six-year strategy, 2024-2029, we are exploring partnerships in Asia, Africa and the Middle East.

The Group also has a key strategic relationship with the Ruff Institute of Global Homelessness, which focuses on ending homelessness globally by bridging research, policy, and practice and the Famvin Homeless Alliance – mobilising the Vincentian Family across the world to develop new housing and other projects. Both strategic partnerships were born out of our shared values and commitment to end homelessness and change the lives of those affected by it.

Ever since Depaul's inception over three decades ago, our values have helped to create a unique approach to supporting people that come to us for help.

Our ethos

The work at the Depaul Group owes its inspiration and values to the life and works of St Vincent de Paul, a major social reformer in 17th century France. Homelessness was a major focus of St Vincent de Paul's charitable work. He was a man of bold action, and throughout his life, worked tirelessly to help the most marginalised, often those who were poor, sick and experiencing homelessness. St Vincent believed in the intrinsic

value of all people and looked to bring dignity, compassion and care to those he served. To this day, these Vincentian values remain key to the foundation of the Depaul Group and our family of organisations.

Each charity within the Depaul Group has its own focus depending on local contexts, but together we are part of a 400-year tradition of bringing high standards of dignity, compassion and care to those in society who are often marginalised. We are united by our shared Vincentian values:

Our values

- We celebrate the potential in people;
- We put our words into action;
- We take a wider role in civil society; and
- We believe in rights and responsibilities.

Depaul International (DPI)

Depaul International oversees the Group. We support subsidiary charities to maintain the highest standards of service provision, governance, finance and we help develop capacity in areas including fundraising, communications and safeguarding.

We establish new members to the Group in countries where we can make a difference – where there is a lack of services and where people and communities who are marginalised need our help.



Our local to global structure makes us ideally placed to join up evidence and innovation, identify emerging trends, analyse best practice – including what has worked to end homelessness – and share this knowledge internationally.

We are agile to emerging global issues, can mobilise the necessary expertise to deliver effective services and, together with the IGH and FHA, we speak out and act on global homelessness.

We remain committed to developing solutions that work, driving the conversation on homelessness to influence policy and public opinion, advocating for system change, and achieving a world where homelessness is unthinkable.

Some organisational capacity is shared with Depaul UK (one of the Depaul subsidiaries), who also provide HR, IT and some finance functional support.

In 2024, we...

Addressed the needs of over 75,900 people experiencing homelessness across the group

Prevented hunger by providing over 1,702,900 meals prepared and shared across all countries

Supported people to fulfil their potential with over 87,500 social support sessions provided

Responded to homelessness by making over 2,400 beds available every night

Ensured people had access to hygiene and medical services with over 344,700 visits to outreach and day centres.

Role profile

Job title: Chief Finance Officer

Reports to: Group Chief Executive Officer, Depaul International

Summary and background:

Depaul International (DPI) oversees the Group. We support subsidiary charities to maintain the highest standards of service provision, governance, finance and we help develop capacity in areas including fundraising, communications and safeguarding.

Over the past two years DPI has grown and developed significantly in delivering a global programme in addressing increased homelessness. Depaul's work in Ukraine has also grown significantly since the start of the war. The DPI team has also grown over the past two years from six to 14 people. The DPI team covers administration and executive support; international programme support, development and capacity strengthening; Ukraine support; media and communications; finance, governance and HR; and global fundraising and institutional income.

Job specification:

The Chief Finance Officer (CFO) is a key role in the organisation, working in partnership with the Group Chief Executive and the Senior Leadership Team (SLT) in managing the organisation and executing strategy. The CFO also provides a lead in advising the Board of Trustees on financial management and governance issues.

The key priorities for the CFO are:

- Lead the financial management of the group: consolidated financial reporting, budgeting, statutory and donors' audit processes, cash flow, and all other financial affairs of the group.
- Target best practice in financial management and control, and work to support colleagues in subsidiaries across the group to deliver these highest of standards.
- Principal adviser to the Board of Trustees, Committees and Executive Team on financial matters.
- Act as DPI's Company Secretary, ensuring compliance with Company and Charity Law for DPI's group of charities.

- Manage DPI's systems of risk management and reporting.
- Lead the preparation of DPI's financial strategy, including planning, budgeting and cost control.
- To advise the CEO, SLT and Board on the overall financial position of DPI and the group, its ongoing performance and position through monthly management accounts for the SLT and quarterly reports and KPIs for the Board, taking action where there are major variances.
- To ensure that there are appropriate group financial policies in place to guide the charity's financial decision-making across the group.
- To lead on DPI policies and ensure that policies and procedures are reviewed.
- To support governance reviews in subsidiaries and report findings to the DPI board.



- To lead on data protection within DPI.
- To implement the Group internal audit strategy as appropriate, in liaison with local Heads of Finance, including reviewing local audit plans and reports.
- To carry out financial risk assessments and financial appraisals (including due diligence reports if required) on any new proposed subsidiaries.
- To oversee the management of DPI human resources, premises and ICT functions and the development of effective policies and strategies and monitoring through KPIs.
- Manage and develop the Finance manager.
- Manage the engagement of external financial stakeholders, including DPI's auditors, lawyers, bankers, HMRC, insurers, pensions administrators, landlords and present and potential investors.
- To represent the organisation externally as required.

Person specification

Essential

Professional

- CCAB qualified accountant.
- Track record in strategic financial leadership and management.
- Business management skills.
- Charity governance.
- Company Secretarial duties.
- Experience of advising boards and liaising with external stakeholders.
- Excellent knowledge of financial reporting requirements and financial management practices.
- Proficiency in the preparation international group consolidated accounts.
- Strong IT skills.
- An appreciation and understanding of key HR and ICT challenges in the charity sector.

Personal

- Personal integrity.
- An understanding and willingness to advocate for Vincentian values and the Depaul Group.
- Strong interpersonal, influencing and team-working skills.

- Excellent verbal and written communication including the ability to present and explain financial matters to non-accountants.
- Able to manage resources to achieve high standards of service.
- Sensitivity to a multi-cultural environment.
- Proactive approach with ability to self-organise, meet deadlines and deliver results.
- A process-driven approach to reporting and financial management.
- Commitment to working within an environment that promotes Equal Opportunities and has regard for the Health and Safety of others.

Desirable

- Company Secretary Qualification ICSA.
- Understanding of homelessness and social exclusion.
- Knowledge of the charity, NGO and not for profit sector.
- Knowledge of institutional and supporter fundraising.
- Experience of working in the humanitarian and international development sectors.
- Language skills in French, Spanish/Portuguese and Ukrainian.

Additional points

- Regular travel for short periods will be a required to support national subsidiaries (10-20 days per year).
- In the role you will be provided with personal development opportunities.

Vincentian Values

The Depaul Group's mission is rooted in the spirituality and example of St Vincent de Paul. Supporting people and communities who are marginalised or where there is a lack of existing support is at the heart of what we do.

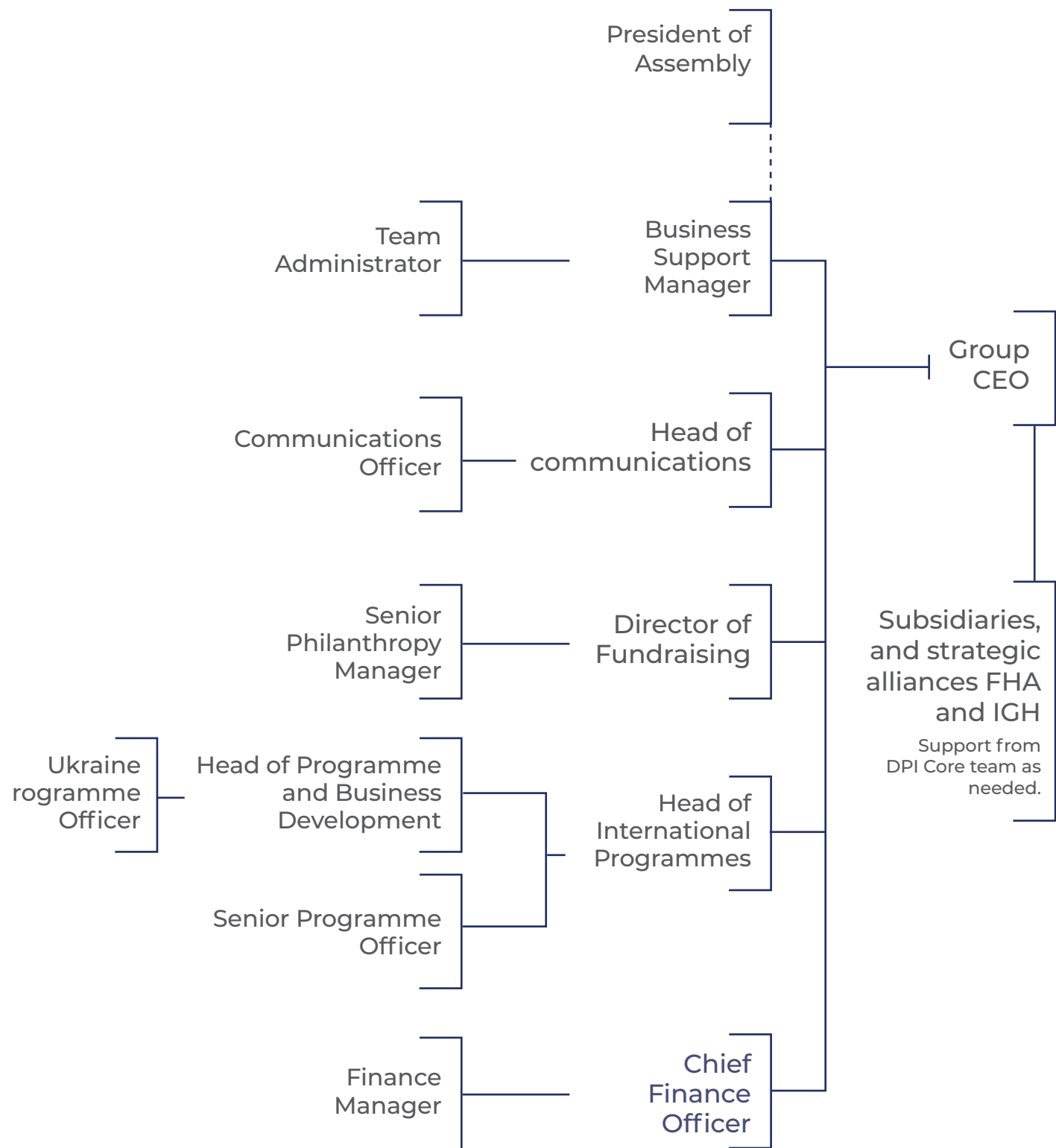
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- > **We celebrate the potential of people**
- > **We put our words into actions**
- > **We aim to take a wider role in civil society**
- > **We believe in rights and responsibilities**

Depaul believes homelessness has no place.



Structure chart



Key terms and conditions

The role:

Chief Finance Officer

Location:

8 – 10 Grosvenor Gardens,
London, SW1W 0DH.

Remuneration:

c.£80k per annum

Hours of work:

37 hours per week

Term:

Permanent

Other benefits:

26 days leave for 1-3 years' service. Leave entitlement increases based on number of years' service, e.g. 27 days for 3-5 years, 30 days for 5+ years.

7% contributory pension scheme

Benefits package

Safeguarding for Children and Vulnerable Adults:

Depaul International (DPI) recognises the personal dignity and rights of children, young people and vulnerable adults, to whom it has a

special responsibility and a duty of care and respect for. DPI and all its staff and volunteers undertake to do all in our power to create a safe environment for children, young people and vulnerable adults and to prevent their physical, sexual or emotional abuse. DPI is committed to acting at all times in the best interests of children, young people and vulnerable adults, seeing these interests as paramount.

Any candidate offered a job with DPI will be expected to adhere to DPI's Safeguarding policy and sign DPI's Code of Conduct and agree to conduct themselves in accordance with the provisions of these documents. The post holder is required to undertake a criminal record check to obtain a Disclosure from the Disclosure and Barring Service (DBS).

The Disclosure & Barring Service

Depaul International aims to promote equality of opportunity for all with the right mix of talent, skills and potential. Depaul International welcomes applications from diverse candidates. Criminal records will be taken into account for requirement purposes only when the conviction is relevant.

Depaul International meets the requirements in respect of exempted questions under the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (as amended in 2013) by SI 2013 1198. All applicants who are offered employment will be subject to a criminal record check from the Disclosure & Barring Service before the appointment is confirmed. This will include details of cautions, reprimands or final warnings, as well as convictions.

Key dates and the selection process



Closing date: Wednesday
16th July 2025 at 9.00am.

We will be in touch with candidates on Thursday 24th July to advise on the outcome of their application.

First interviews: Thursday
31st July 2025

Longlisted candidates will be invited to a Teams interview with a Campbell Tickell panel and a 1:1 conversation with Matthew Carter, Chief Executive Officer, Depaul International.

We will be in touch with candidates the following week to advise on the outcome of their interview.

Final stage: w/c Monday
11th August 2025

- Technical exercise – candidates will be asked to complete a short, online technical exercise before the final interview.
- Stakeholder meeting – this will be with a meeting and conversation with a small group of senior colleagues and conducted via Teams.

**Final interviews: Wednesday
13th August 2025**

You will be invited to an in-person interview with a Depaul International panel where you will also be asked to make a short presentation on a prepared topic.

If you are unable to attend on any of the identified dates for interview, please do speak to Campbell Tickell before making an application.



CHIEF FINANCE OFFICER

c.£80k pa – London/national
- some international travel

Who are we?

Depaul International (DPI) oversees the Depaul Group, a group of charities that work across the world with a mission to stop homelessness and change the lives of those affected by it.

What's the role about?

This is a great opportunity to join us as the new Chief Finance Officer. As the Depaul Group continues to experience growth and increases its impact, you'll lead the effective financial and governance support provided by DPI to its subsidiaries. You'll be the leading interface between the Senior Leadership Team and the Board of Trustees and other corporate bodies and subsidiaries. You'll provide financial advice to the Group CEO, Board and other senior management colleagues, including modelling best practice in financial

management, overseeing the financial management in the subsidiaries, setting financial standards for the group and providing support to enable the subsidiaries to meet those standards. You'll also be leading and supporting the development of a new governance structure for the Group.

What will ideally support your success?

You'll be a CCAB qualified accountant with experience of strategic financial leadership and management experience and the ability to solve complex problems. In addition, you'll have experience of working with and advising a diverse range of boards and external stakeholders. It's important that you also have experience of current financial reporting requirements and financial management practices, including consolidated financial reporting.

Strong IT skills as well as an appreciation and understanding of key HR and ICT challenges in the charity sector are desirable. We're looking for someone possibly, but not exclusively, working in homelessness and/or international development who shows personal integrity in all they do and have a commitment and respect for our aims, objectives and values.

Closing date: Wednesday 16th July 2025. For a confidential discussion, please contact **Bill Barkworth** at **Campbell Tickell**: bill.barkworth@campbelltickell.com to book a time for a conversation or call **07706 369273**. You can download the job pack and apply at www.campbelltickell.com/jobs

**CAMPBELL
TICKELL**

CAMPBELL TICKELL

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