

YMCA | CAMPBELL
TICKELL



Director of Finance

Recruitment pack

YMCA DERBYSHIRE

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YMCA

THE CAMPUS





Your application



Thank you very much for your interest in this Director of Finance post at YMCA Derbyshire. 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 do 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 one of us, so that we can talk through your offer and get a sense of how that aligns to what YMCA Derbyshire 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 ideally in two to three 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 at **9am on Monday, 6th July**. Please ensure we receive your application in good time.

Do contact one of us 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.

Isabella Ajilore

Search Consultant
Campbell Tickell
Isabella.Ajilore@campbelltickell.com
07572 166417

Jim Green

Head of Executive Search
and Selection
Campbell Tickell
Jim.Green@campbelltickell.com

Welcome to YMCA Derbyshire

Thank you for your interest in the role of Director of Finance at YMCA Derbyshire. As Chair of the Selection Panel, I am delighted to welcome you to this important process. This opportunity has arisen as our current, longstanding, Director of Finance Andrew Armstrong retires later this year. By coincidence, we will also have a new Chief Executive this year too, as Gillian Sewell also steps away from the organisation. Both leaders have been extraordinarily effective in their roles, and the decisions on appointing to these critical posts is a very important one for the Trustees.

So this is a period of change for the organisation, but also of opportunity, and YMCA Derbyshire is in a strong position having grown considerably in the last five years. We deliver a wide range of well-run services across Derby and Derbyshire including housing, Lifelong Learning (including at our Key College provision), youth and community services, childcare and Early Years provision. But we know there is more need than ever for the services we provide, and we are keen to continue expanding our provision for the communities we serve.

We are in a period of capital growth, with a clear focus on expanding our provision and developing new projects that will strengthen our long-term financial sustainability. Recent developments such as Foundry Point and our forthcoming Green Hub illustrate our commitment to growth and innovation. However, maintaining momentum in capital development is not without its challenges, and we are seeking a finance leader who can support sustainable progress while balancing risk and resource constraints as we build more resilient financial foundations.

The Director of Finance will play a critical leadership role in helping us address these challenges and seize emerging opportunities. This is not a routine finance leadership role. We are looking for someone who can bring fresh thinking to ensure our finance function is truly serving the rest of the business, someone who is not only technically strong, but also creative, forward-looking, and who brings an entrepreneurial flair to help us identify and seize opportunities.

Above all, we are looking for a leader with emotional intelligence, strong judgement, and the ability to build trusted relationships across

a complex organisation. While we expect you will be already be operating at Finance Director level, we remain open to exceptional candidates who can demonstrate the capability to step into this level of responsibility.

Thank you again for your interest in YMCA Derbyshire and in this exciting and challenging opportunity. If you are inspired by our work supporting young people and communities in Derby and Derbyshire, we would be delighted to receive your application and to welcome you into a conversation about the future of our organisation. Please do speak with Campbell Tickell, who are supporting us with this recruitment, to learn more.

Warm regards,

Matthew Trick

Matthew Trick, Treasurer
and Vice Chair



About YMCA Derbyshire

YMCA Derbyshire is an independent non-profit organisation that has been supporting young people and communities in Derby and Derbyshire since 1847. Regardless of gender, race, ability or faith, we provide a variety of support, particularly at times of need. We are also a registered social landlord and company limited by guarantee. Formed as Derby YMCA in 1847, our head office (known as The Campus) moved to the current location on London Road in Wilmorton in 1967.

Derby YMCA became YMCA Derbyshire in 2004 to reflect our growing activities across the county. We now operate as a charity across Derbyshire, with the aim to further expand our reach across the county. We are affiliated to the National and international YMCA Movement but have our own independent Board and management. Our financial turnover is c.£7.2m and we employ c.170 staff.

Vision, Mission and Values

Vision: Our vision is that young people and communities will thrive so they can: fulfil their dreams have a safe space to learn and grow feel equipped to belong, contribute and prosper; and feel supported to be active in body, mind and spirit.

Mission: To develop the whole person, body, mind and spirit

Values: Protect | Trust | Hope | Persevere. These values are integral to our delivery and are used as our decision-making framework.

Overview of our services

Accommodation

We have a portfolio of 277 units of accommodation. Of these, 83 are supported housing units on-site at our main Campus. Additionally, we have 138 units across our City and County, comprising our supported move-on housing, 17 residential care units and 60 affordable homes for young people coming online in May 26. These are a mixture of self-contained and shared flats/houses both owned and leased.

Our provision offers support to individuals who lack a safe place to live. Our service is available 24/7, 365 days a year, ensuring consistent support for those in residency. We also offer a range of on-campus and off-campus options across Derby, including shared and single occupancy properties. All residents are offered opportunities to engage in various educational, social, and volunteering activities to enhance their well-being, personal and professional development.

Lifelong Learning

This falls into four areas:

1. Training and Education at YMCA Key College

At campuses in Derby, and Ilkeston, we offer a variety of accredited vocational training courses for young people aged 16-18 and for those up to 24 with an Education, Health, and Care Plan (EHCP). We believe that every young person deserves the opportunity to fulfil their potential. To achieve this, we provide appropriate learning courses, create the right environment, and employ highly qualified and dedicated tutors. Each year, over 150 students take advantage of this provision.

2. Alternative Provision

For over a decade we have also proudly delivered high quality Alternative Provision across Derbyshire (14 plus) helping learners overcome barriers, build confidence and achieve meaningful success.

3. Adult Education

We work tirelessly to provide, through multiple grants and contracts, adult education provision for our residents and local community.

4. YMCA Y-Kidz Childcare and Early Years

We offer affordable childcare and Early Years provision in Derby and Derbyshire. Including YMCA Stepping Stones Nursery, YMCA Y-Kidz breakfast, after school and school holiday clubs and “HAF” the Holiday Activities and Food Programme which provides free activity clubs and meals during school holidays.

Youth and Communities

Each year, upwards of 400 individuals and families receive support to access various services, including therapeutic counselling, daily activities such as sports, arts and crafts, horticulture, wellbeing, as well as volunteer opportunities and work placement programmes. All these are aimed at supporting those we serve to progress along their positive pathways.

Padley@YMCA Derbyshire

Our Community Hub is designed to be a vibrant centre, providing a variety of support including education, training, and housing advice to individuals and families at risk of experiencing poverty and/or homelessness. The Hub offers an opportunity to boost physical and mental wellbeing, build resilience and develop essential skills.

This will happen through educational workshops, wellness initiatives and assistance with access to crucial food and financial support. The team aims to create a welcoming environment where individuals and families can thrive.

This provision has been recently expanded to ensure Padley@YMCA also offers poverty relief programmes within our early years provision through a newly created social impact bond known as Tale of Two Cities Early Years.

YMCA Stepping Stones Nursery

Established in 1988, as Derwent Stepping Stones, it began with a group of women who came together when they were unable to work due to a lack of affordable, local childcare. The result was Derby's first community business, combining being a Limited Company and a voluntary organisation, providing the local area with flexible childcare and nursery places for all families

Links for further information

- Financial Statements 2023-24 [here](#).
- 2025 Impact Video [here](#).
- You can read more about our Trustees our leadership team [here](#).

Role profile

Role: Director of Finance

Responsible to: Chief Executive

Direct reports: Finance Manager, Finance Business Partner

Purpose of the Role

As a key member of the executive leadership team, the post-holder will have overall responsibility for the provision of high-level financial systems and services at YMCA Derbyshire. The post holder will also, through providing strategic and operational direction, ensure there are effective controls and risk management frameworks in place to support the work of the organisation, to include:

- Leadership and oversight of the organisations' finance service.
- Leadership and oversight of sustainable capital development activities on a project basis as identified in the business planning process and objective setting.
- You will have leadership of the financial and commercial aspects of corporate development activity on a Directorate and project basis.

- Leadership and active management of corporate regulatory and risk management activities.
- You will be a key member of the leadership team in servicing the governance of the organisation through strong working relationships with the CEO, Company secretary, treasurer and Chair of the Audit and Risk and Finance and Capital Development committees.
- Contributing to the overall work of YMCA Derbyshire.
- Respecting and upholding the aims, vision and values of the YMCA.

Key Responsibilities

Leadership and oversight of the finance service

- 1) To advise the Board of Trustees and Executive Team on financial and treasury policy, strategic and business planning, financial control, risk management and performance monitoring, ensuring that the financial affairs of the organisations are clearly presented together with relevant interpretation, strategic analysis and prediction, in a timely manner.

- 2) To coordinate the production of the financial elements of proposed business plans and annual budgets ensuring the appropriateness of the key assumptions providing advice to senior management colleagues and trustees on these matters.
- 3) To oversee the production of accounting information for use by budget holders in planning and controlling the work of the organisation.
- 4) To work in close consultation with the Chief Executive and Treasurer and establish a relationship with Trustees to ensure that the key financial issues confronting the organisation are fully understood.
- 5) To ensure that the Finance team provides a strong and proactive level of service and support to the organisations.
- 6) To ensure that the Finance function's policies and procedures are current, consistent, accessible, adhered to, meeting regulatory and legal requirements, reflecting best practice and are well communicated throughout the organisations.

- 7) To lead and develop other members of the Finance Team to ensure that they are well motivated, sufficiently skilled, and meet best practice.
 - 8) To lead in setting policy and sourcing in relation to the following areas – insurance; pensions; banking services; project financing; energy supplies; audit and financial advice.
 - 9) To ensure and demonstrate the achievement of maximum value for money from an effective procurement strategy across the companies, which may include outsourcing'
- Leadership of sustainable capital development**
- 10) Provide leadership on all capital development activities on a project basis, as identified in the business planning process and objective setting
 - 11) To ensure good governance throughout each project coordinating with the associated committees (Finance and Capital development, Board) and professional teams
- 12) To lead the financial evaluation of each project and ensure appropriate and sustainable funding sources are accessed and financial risks (both project and operating) considered and well managed.
- Financial and commercial aspects of corporate development**
- 13) Provide leadership and oversight of the financial and commercial aspects of corporate development activity on a Directorate and project basis.
 - 14) To work with Directors and Heads of Service to evaluate new opportunities as they arise.
 - 15) To help provide commercial solutions that meet both the customer and YMCA Derbyshire financial requirements
- Regulatory and risk management**
- 16) Provide leadership and oversight of corporate regulatory and risk management activities including all statutory and other accounting and regulatory requirements appropriate to the legal obligations of financial probity and reporting.
 - 17) Ensure regulatory requirements are identified and processes put in place to ensure compliance.
 - 18) To oversee the production of statutory accounts in conjunction with the external auditors on behalf of the Trustees.
 - 19) To lead the organisations' approach to risk management, developing an ongoing risk-based programme of controls assurance work. This includes ensuring that the most important risks are addressed and minimised and that risk analysis is up to date.
 - 20) To always maintain a thorough knowledge of the Finance policies and procedures and act within them.
 - 21) To ensure the organisation's documentation includes all details required under company law and, if applicable, charity law and/or VAT law.



Governance and leadership

- 22) To be a key member of the leadership team in servicing the governance of the organisation through strong working relationships with the CEO, Company secretary, Treasurer and Chair of the Audit and Risk committee, and Chair of the Finance and Capital Development committee.
- 23) To work closely with the CEO and the rest of the executive team to meet corporate objectives.

- 24) To attend and contribute to Board of Trustee meetings, Committee meetings and Senior Leadership Team meetings.
- 25) To ensure that company law, charity law and regulatory requirements are complied with and advise and guide the Board of Trustees of any legal and regulatory implications of the Charity's strategic plans.
- 26) Provide an overview of commercial agreements across the organisation and liaise with the compliance manager/ company secretary in relation to legal advice.

Contributing to the overall work of YMCA Derbyshire

- 27) To communicate and promote the vision, objectives and priorities of the organisations effectively to staff and other stakeholders.
- 28) To actively contribute to the development and outworking of the Christian ethos of the organisation, promoting the ethos of the organisation throughout the staff team.
- 29) To undertake all other duties commensurate with the post as directed by the Chief Executive.
- 30) Respecting and upholding the aims, vision and values of the YMCA.

Person specification

Skills and Experience

- Significant management experience in a senior financial role ensuring robust financial process and controls are in place.
- Experience of managing major capital development projects.
- Experience of operating a corporate risk management framework.
- Technical accounting skills – Able to lead the preparation and presentation of both management accounts and statutory accounts in a housing/charity SORP regulated environment.
- Financial planning and strategy – Able to oversee the production of financial plans, budgets, and forecasts that achieve social impact objectives whilst ensuring long term financial sustainability.
- Risk management – including oversight of compliance/internal audit. Able to implement and monitor processes to provide appropriate assurance for the type and size of organization we are.

- Financial and legal aspects of business development – Able to set financial strategy and oversee/negotiate terms for grant applications, contract bids, capital projects, and commercial fundraising opportunities as necessary.

The following are desirable and useful, but not essential:

- Experience and understanding of the charity regulatory codes and environment in a large/complex charity
- Experience of major housing development in a regulated environment
- Experience and understanding of the housing regulatory codes and environment
- Experience and understanding of the education regulatory codes and environment
- Experience of managing corporate risk and internal audit processes
- Experience and understanding of fundraising code of practice

- Experience of support for financial and legal aspects of business development in a commercial environment
- Experience of presenting complex information and proposals at board level in a large organisation

- Whilst not a requirement, it is desirable for this post to be an active and committed Christian with the ability to promote the ethos of the YMCA.

Knowledge and Qualifications

- CCAB accounting qualification with a commitment to CPD in finance, strategic development, risk management, housing regulation, education regulation, fundraising regulation.
- Full driving licence, business insurance, and access to a car
- Post graduate qualifications in charity management, charity accounting and finance, business management or related subject is desirable

Personal qualities

- Proactive, self-motivated, and solutions-focused.
- Highly organised and comfortable juggling multiple priorities.
- Passionate about improving services and trying new ideas.
- Able to communicate financial concepts and information to non-finance colleagues and stakeholders in a clear and credible way at both governance and senior management level.
- Able to lead the setting of financial strategy to achieve business plan and impact targets in a way that balances an entrepreneurial approach with sound risk management.

- Able to motivate staff team to meet challenging goals.
- Able to apply commercial understanding to a charitable/ non-profit setting.
- Able to work collaboratively with other leaders in a non-threatening way, adapting leadership styles to enable fellow directors to make informed decisions in a team environment.
- Able to represent the organisation well with external stakeholders.
- Able to model and promote YMCAD Christian ethos and values.

Equality and Diversity Statement

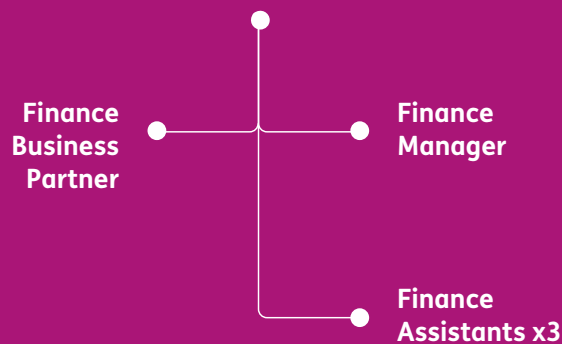
YMCA Derbyshire is committed to promoting equality and diversity in all aspects of its operations. We value and embrace individual differences and believe that everyone should be treated with respect and dignity. We welcome people from all backgrounds, irrespective of age, disability, gender, race, religion, sexual orientation, or any other characteristic.

Safeguarding Matters Here

Safeguarding is central to everything we do. All YMCA Derbyshire must share that commitment and puts the wellbeing of young people first, always.

YMCA Derbyshire leadership structure

Chief Executive
Gillian Sewell*
(role under recruitment)



Key terms and conditions

Salary and package:

Salary is c. £85k per annum.

We offer an 8% pension contribution

Holiday entitlement:

40 days paid annual leave per year, including bank holidays.

Working hours:

Normal hours of work are 35 hours per week.

However, due to the seniority of this post there is a requirement for flexibility in meeting the full responsibilities of the post. You will be required in the course of your duties to attend evening meetings and occasionally,

may also be required to work weekends depending on the operational needs of the business.

Probation and notice periods:

The probation period for the role is 6 months. The notice period after probationary is 12 weeks.

Location:

Your normal place of work will be at YMCA Derbyshire's head office: 770 London Road, Wilmorton, Derby, DE24 8UT, but travel across our operating areas is expected.

YMCA Derbyshire operates a hybrid working policy and the FD postholder would normally be expected to be in the office at least three days per week.

Other

The post holder must assume responsibility for their own professional and personal development to ensure that they develop and maintain continuing competence to deliver the organisation's requirements.

A Criminal Background check is required for this post

Employees of YMCA Derbyshire will be required to work within the remit of all organisational policies and procedures and any relevant legislation.

Key dates and the selection process

Closing date: 9am on Monday, 6th July 2026

The client meeting to agree longlisted candidates will take place on Friday, 10th July. We will be in touch to let you know the outcome of your application by the end of this week.

First interviews: Tuesday, 14th July 2026

Longlisted candidates will be interviewed by a Campbell Tickell panel. There will also be the opportunity for longlisted candidates to have an informal conversation with the current

Director of Finance, Andrew Armstrong, on the same day.

Interviews will be held virtually via MS Teams.

Final stage:

The meeting to agree the shortlist will take place on Friday 17th July. Shortlisted candidates be invited to the following:

Stakeholder sessions: w/c 20th July 2026

- These will take place online via MS Teams.

- This is an opportunity to meet with members of the YMCA Derbyshire team.

Final panel interview: Friday, 24th July or w/c 27th July 2026

- These will take place in-person at YMCA Derbyshire's head office in Derby.
- The panel will be led by Matthew Trick, Treasurer and Vice Chair; Kim Brooks, Trustee; and Jo Croft, Trustee and Andy Brown, Trustee.
- Campbell Tickell will also be in attendance.



Director of Finance

c. £85k pa | Derby, hybrid

Founded in 1847, YMCA Derbyshire is a charity that supports children, young people and communities across Derby and Derbyshire through a wide range of integrated services. We provide housing and supported accommodation for around 270 people each night, alongside pathways that help individuals move toward independent living.

Our work spans lifelong learning provision including our vocational college, employability programmes, school-based childcare, early years provision, youth and community programmes, health and wellbeing activities, and vital services through our poverty relief programmes. We are a strong, stable and well-led organisation with a clear sense of purpose, and an equally clear belief that we can do so much more for the young people and communities we serve. We're now looking for a new Director of Finance who can help us continue to unlock that potential.

We have grown considerably in size as an organisation in the last five years and we retain a clear focus on continuing that momentum to expand our provision and invest to

strengthen our long-term financial sustainability. We are seeking a senior finance leader who can support sustainable progress while balancing risk and resource constraints as we build more resilient financial foundations. The Director of Finance will play a critical leadership role in helping us address these challenges and seize emerging opportunities.

This is not a routine finance leadership role. We are looking for someone who can bring fresh thinking, someone who is not only technically strong, but also creative, forward-looking, and who brings an entrepreneurial flair to help us identify and seize opportunities as we grow the organisation. Above all, we are looking for a leader with emotional intelligence, strong judgement, and the ability to build trusted

relationships across a complex organisation. You will bring experience in one or more of the housing, charity, or education sectors and while we expect you will already be operating at Finance Director level, we remain open to exceptional candidates who can demonstrate the capability to step into this level of responsibility.

This is a significant leadership opportunity with considerable scope to have a big impact at an organisation with strong foundations, committed colleagues, an excellent reputation and strong networks in Derby and Derbyshire. If you're energised by possibility, motivated by purpose, and ready to help us take bold steps forward, we'd love to hear from you. Join us, and help lead the next chapter of YMCA Derbyshire's story.

Download a job pack at www.campbelltickell.com/jobs
Contact **Isabella Ajilore** at **Campbell Tickell** to arrange a conversation:
isabella.ajilore@campbelltickell.com
| **07572 166 417**.

Closes: Monday,
6th July 2026 | 9am

CAMPBELL TICKELL

+44 (0)20 8830 6777

+44 (0)20 3434 0990 (Recruitment)

info@campbelltickell.com

www.campbelltickell.com

