CAMPBELL TICKELL

RECRUITMENT PACK



Assistant Director of Finance

November 2026

Certified B Corporation

TOP CONSULTING FIRM 2026 United Kingdom

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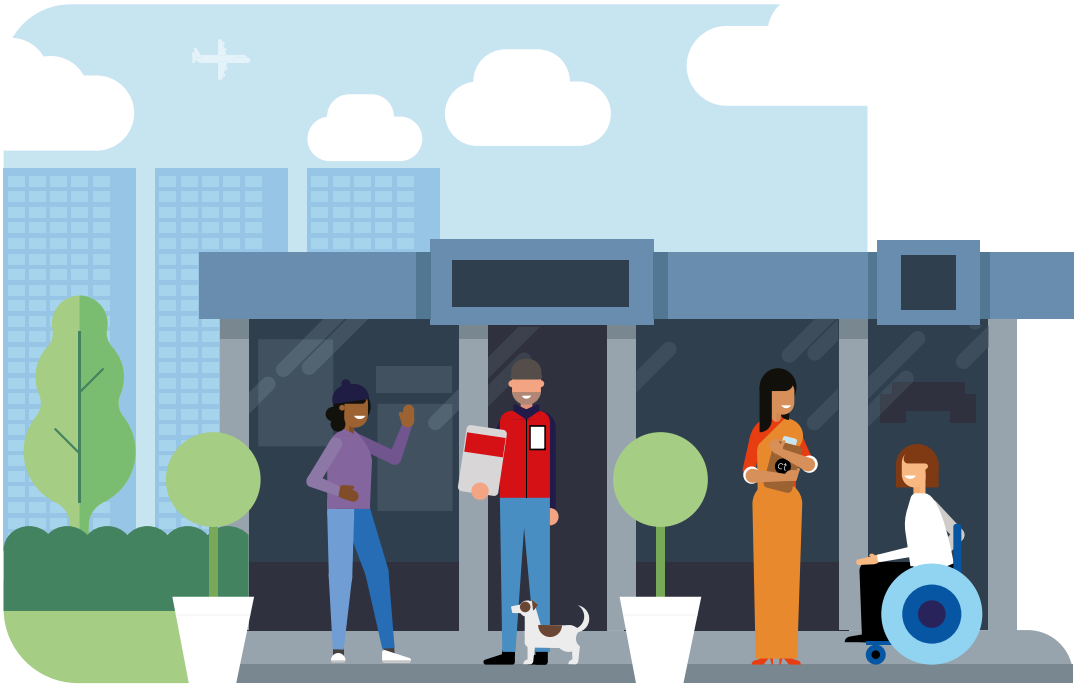

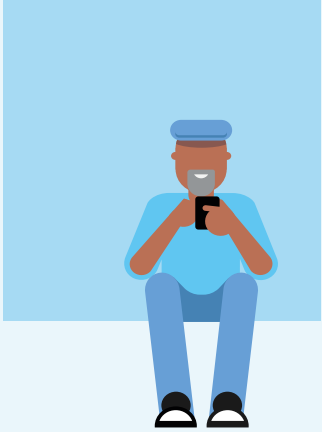

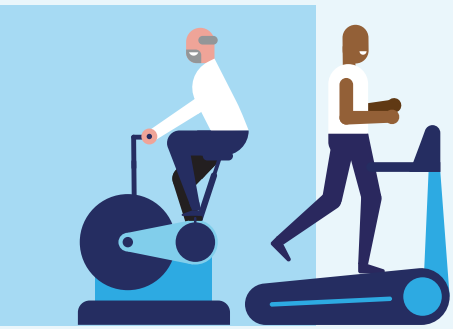

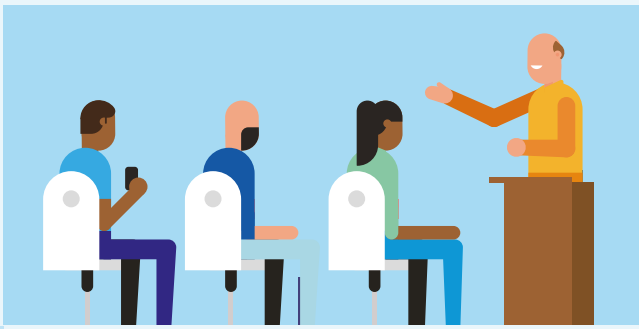

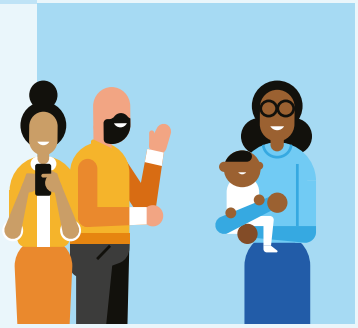

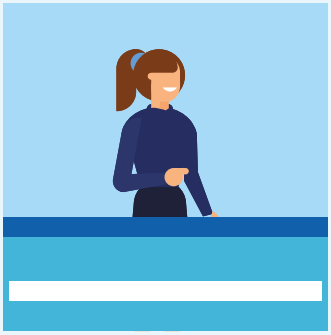





A selection of
Campbell Tickell reports

Your Application

Thank you very much for your interest in this position. On the following pages, you will find details of the role and the selection process, to assist you in completing and tailoring your application. In order to apply, you should submit:

- An up-to-date CV which shows your full career history – we recommend that this is no longer than three pages
- A supporting statement explaining why you are interested in this role, demonstrating how you are a good candidate for this post and how you fulfil the person specification – we recommend that this is no longer than three pages

Please note we will be looking at applications on an ongoing basis and as such we would urge you to submit your application sooner rather than later.

Do call me if you would like to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards,

Hayley Sheldon
Search Consultant
Hayley.Sheldon@campbelltickell.com
+44(0) 7931 432 070

Gemma Prescot
Director
gemma.prescot@campbelltickell.com



Welcome to Campbell Tickell

I am very pleased you are considering joining the Campbell Tickell team. Since our foundation some 25-years ago, finance work has always been core to our business.

For examples of the financial consultancy work we do, see this link. Our clients typically operate with a high degree of public accountability, and a commitment to providing social value. Many of our clients are registered and regulated, but they also come with huge diversity. They range from small entities employing just a couple of people, to those with staff in the thousands; and from the locally focused to the regional, national, and international; and from organisations that work with a singular focus, to others that deliver multiple, layered and/or holistic services.

This new role has been created to provide much-needed delivery capacity in our Finance team. The work is varied and comes through competitive tendering, direct referrals, or approaches from organisations who trust our reputation. At times, clients are looking for immediate financial support or advice – something's gone wrong, it's complex, and they need clear, trusted guidance. At other times, it's about planning for the future – helping Executive or Board teams think through the financial, reporting and commercial components necessary to move their organisation forward.

As an experienced and senior finance professional, you will know that this kind of work calls for high levels of technical acumen, sound professional judgement, and emotional intelligence. Our clients often operate in complex environments, and success depends on navigating these dynamics with insight, integrity, and clarity. All of our work is delivered within a strong framework of transparency and accountability – values that underpin the confidence clients place in us.

You'll be part of a friendly, collaborative team that prides itself on the quality and impact of its work. You'll lead end-to-end finance projects, while also contributing your expertise to multi-disciplinary assignments that may include governance, strategic planning, or organisational change.

This is an exciting opportunity to shape a new role and make your mark. We're keen to hear your ideas and innovations – especially around how finance can help organisations become more agile, resilient and forward-thinking. Your insight will help us shape our future service offering, and could lead to further expansion of our finance consulting capability.

We are particularly interested in professionals who understand how the role of finance is evolving in response to the rapidly changing external environment. Since the pandemic, organisations have had to think differently – not just about financial sustainability, but also about how finance functions can drive strategic clarity, support better decision-making and enable long-term value.

If the idea of varied, meaningful work in a team that values impact, integrity and innovation appeals to you – read on to find out more.

We look forward to hearing from you.

Warm wishes

Helen

Helen Routledge | Director

Who Are We?

Campbell Tickell is an expert leadership consultancy for organisations tackling the challenges that shape lives, communities and futures. From housing to health,regulation to recruitment, we work with ambitious leaders to navigate complexity, build resilient organisations, and deliver meaningful, lasting change. Our roots are in social purpose, and we bring commitment, depth, integrity and rigour to every project —across sectors and across boundaries.

Clients trust us not just for what we know, but how we work— open, honest, collaborative, and willing to challenge. We're modernising how we operate too: embracing AI to improve productivity, simplifying systems, and turning data into sharper insights and faster decisions. As we grow, we're investing in the next generation of talent, creating a consultancy defined not just by individual brilliance but by the consistent quality of the experience we deliver.

Our goal is simple: to be the first call when leadership really matters

CT has a core team of nearly 60 staff, plus around 100 associate consultants (who are mainly self-employed). Our core team is broadly grouped into: consultancy, governance, recruitment, and central services. The Assistant Director of Finance will be a member of the specialist finance team within consultancy.

We have been ranked by Consultancy UK for the forth year running as one of the top housing consultancies in the UK, with a 'Diamond' rating, as well as being ranked 'Platinum' for local government and for non-profits consulting. CT is also ranked in the public sector industry, management, and corporate governance categories, earning 'Gold' level recognition across all three for the past two years. In 2023, we became a certified B Corporation, assessed as meeting high standards of social and environmental performance, transparency, and accountability.

OUR CORE VALUES

Courageous

- Doing what's best, not what's easiest
- Embracing challenges
- Growing and developing, and supporting our clients in the same

Truthful

- Telling it like it is – with tact
- Challenging mediocrity
- Seeking and offering constructive feedback from clients and colleagues

Creative

- Looking for new and improved ways of doing things
- Bringing energy to our work
- Proactively solving problems

Trusted

- Delivering work to a consistently high standard
- Taking responsibility for our work and for CT
- Taking ownership and putting things right

Collaborative

- Supporting our clients and each other
- Communicating effectively with active listening
- Sharing information and learning


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Role Profile

Job title: Assistant Director of Finance

Salary: Up to £105k Plus potential bonus up to 15%

Location: Central London/Hybrid (office presence required 2-3 days/week)

Type: Full-time, Permanent

Reporting to: Director (Finance)

Line management: N/A

Role purpose

- To undertake high level consultancy work, focusing on finance and business planning.
- To contribute to the development of the company's products and offer to clients, in particular (though not exclusively) in the housing, local government and social care sectors.
- To lead and manage project teams.
- To source and win new business for the company.
- To work alongside the Partners and Directors in managing and developing the company, and promoting its values and culture.

Key accountabilities

1. To provide a wide range of financial and finance-related consultancy services to clients, including but not limited to:

(a) Business planning;

(b) Strategic financial reviews;

(c) Financial modelling, e.g. in relation to new housing development;

(d) Rent and service charge reviews in respect of social housing;

(e) Reviews of finance operations and performance;

(f) Reviews of finance department structures;

(g) Training and facilitation services for executive and other staff and for non-executive directors and local authority members;

(h) Policy and practice development;

(i) Options appraisals and feasibility studies;

(j) Research and analysis projects;

(k) Financial aspects of multidisciplinary team projects

(l) Project management.

2. To support the Finance Director and relevant Board members in taking responsibility for a portfolio of consultancy projects, including:

(a) Assembling project teams;

(b) Managing and co-ordinating the work of staff and associate consultants working within teams;

(c) Client liaison;

(d) Final responsibility for writing and/or signing off project reports.

3. To win new business for the company, including:

(a) Networking and liaising with existing and potential clients and opinion-formers in our current and proposed markets;

(b) Seeking out and identifying new opportunities;

(c) Writing proposals for new business.

4. To support the Partners and Directors in managing the company, and designated aspects of the business.
5. To manage staff where designated to do so, and to manage associate consultants in relation to specific assignments.
6. To provide expert professional advice and contribute to the decision making of the Senior Leadership Team particularly concerning finance, financial data, risk compliance and assurance.
7. To develop and maintain a comprehensive range of knowledge and understanding of best practice in areas of interest for the company, in particular relating to financial, data and relevant governance best practice development, emerging trends and initiatives, and to undertake continuing professional development as appropriate.
8. To carry out any other appropriate tasks as required by the Finance Director and relevant Board members.
9. To undertake all work in accordance with the company's Code of Professional Conduct, Equality Diversity and Inclusion Policy, Health and Safety Policy, and other relevant policies and procedures.

Person Specification

1. Knowledge and experience

Essential

a. Recognised financial management qualification (ACA, ACCA, CIMA, CIPFA or equivalent).

b. A minimum of three years' post-qualification experience.

c. Experience of working with and interpreting complex financial information and accounting processes.

d. Experience of setting and monitoring budgets at an organisational level and of developing and reviewing business plans.

e. Experience of conducting financial analysis in different environments and for different organisations, e.g. consultancy, internal audit, external audit.

f. Understanding of risk management, impact monitoring and evaluation across an organisation.

g. Experience of leading, managing and developing teams.

h. Programme and project management expertise.

i. Experience of and passion for streamlining operations, systems, and processes and continuously working to identify improvements.

j. Experience of networking and managing relationships with senior officials and directors/CEOs in other organisations.

k. Experience of working with statutory and/or non-profit organisations.

Desirable

l. Track record of winning new business or growing a business stream.

m. Experience of working as a management consultant or interim or fractional senior manager.

2. Skills and abilities

Essential

a. Excellent written communications, with the ability to present complex information clearly, succinctly and persuasively with the ability to communicate effectively to those without a financial background.

b. Strong oral communications, and a good listener, with the ability to present effectively to a range of audiences using different media.

c. Excellent capability in using Excel to build and analyse complex financial calculations and business plans.

d. Strong IT skills, with knowledge of MS Word and PowerPoint.

e. Financial forecasting skills.

f. Ability to analyse ranges of strategic options at both high level and delivery level.

g. Ability to undertake research at both high level and delivery level.

h. Ability to undertake and manage a range of projects simultaneously, so as to achieve consistent high standards of delivery within deadlines and budgets.

i. Demonstrable commercial acumen, and ability to generate new business.

j. Negotiating and influencing skills, able to get people on board.

k Excellent attention to detail.

Desirable

l. Experience of using BRIXX software to build and analyse business plans.

m. Experience of using project planning software.

3. Personal behaviour and style

a. A calm and stable leadership style.

b. Healthy curiosity and good at exercising judgement.

c. Aligns with the company's values.

d. Commitment to working with organisations that seek to deliver social value, helping them deliver consistent high-quality services and continuous improvement within a context of effective financial stability.

e. Commitment to and understanding of best practice in equalities, diversity and inclusion.

f. Commitment to working in accordance with the company's policy framework and Code of Conduct (e.g. including health and safety, data protection and client confidentiality).

g. Works independently, is self-servicing and uses initiative to take decisions (within the company policy framework).

h. Is flexible and able to work on a hybrid basis – using the office base, working from home and being out and about as needed.

i. Energy, drive, enthusiasm and commitment.

j. Motivated to build and develop the role and its impact.

k Willingness to promote the organisation at external events including conferences and exhibitions.



Principal Terms & Conditions

The role

Assistant Director of Finance

Work location

Our office location is in Clerkenwell, London (nearest stations Farringdon and Chancery Lane).

Under our hybrid working policy, you will be expected to work from our office location part of the time (normally two or three days per week). The remaining time you may work remotely, and we will provide the equipment needed to enable you to do that and access our systems. During your probationary period, and otherwise at our discretion, you will normally be expected to attend the office more than 2 days a week.

Travel will be required to any other offices of the company or clients' offices, meeting locations, conference venues etc. and other locations. Campbell Tickell works throughout the UK and Ireland.

Reasonable travel and associated costs will be met for travel between offices and other necessary locations. We will not normally reimburse travel from home to our offices.

Salary

Up to £105k plus potential bonus up to 15%

Following successful completion of your probation (see below), you will be eligible for **a bonus of up to 15% of basic salary per year.** This is subject to (a) company financial performance, and (b) your individual performance, and bonus is not guaranteed. Note that it is not consolidated into your basic pay.

Salaries are reviewed annually with effect from 1st April. No increase is guaranteed.

Hours of work

The basic working week is 35 hours. However, this is a senior role and it may not always be possible to complete the work reasonably required within a 35-hour week.

Annual Leave

25 days, plus public holidays. This rises by one day per completed year of service, up to a maximum of 30 days, plus public holidays.

We additionally offer enhanced maternity and parental leave; and up to two days' a year paid time off for charity volunteering.

Pension and other benefits

The company offers a salary exchange pension scheme, with an employer contribution that matches employee contributions up to 5%.

The company offers health insurance for employees that have successfully completed their probation. This is available for employees and their dependents, and the company meets the cost of the premiums, though it is classed as a taxable benefit. We provide death in service insurance, set at the equivalent of two years' salary.

In addition, we offer a range of other benefits, including a homeworking allowance, electric car leasing scheme (following completion of probation), payment of professional subscriptions, and wellbeing benefits.

Probationary period

The probationary period is six months, with probationary interviews at three and six months. In the event of the postholder's performance being judged as satisfactory, their employment could be confirmed at an earlier point. In the event of performance not achieving a satisfactory standard, the probationary period may be extended for a further period, or the position may be terminated.

No smoking

A no smoking policy operates in the office.

Notice period

During the probationary period, the notice period on either side is one month. After successful completion of the probationary period, there will be three months' notice on either side.

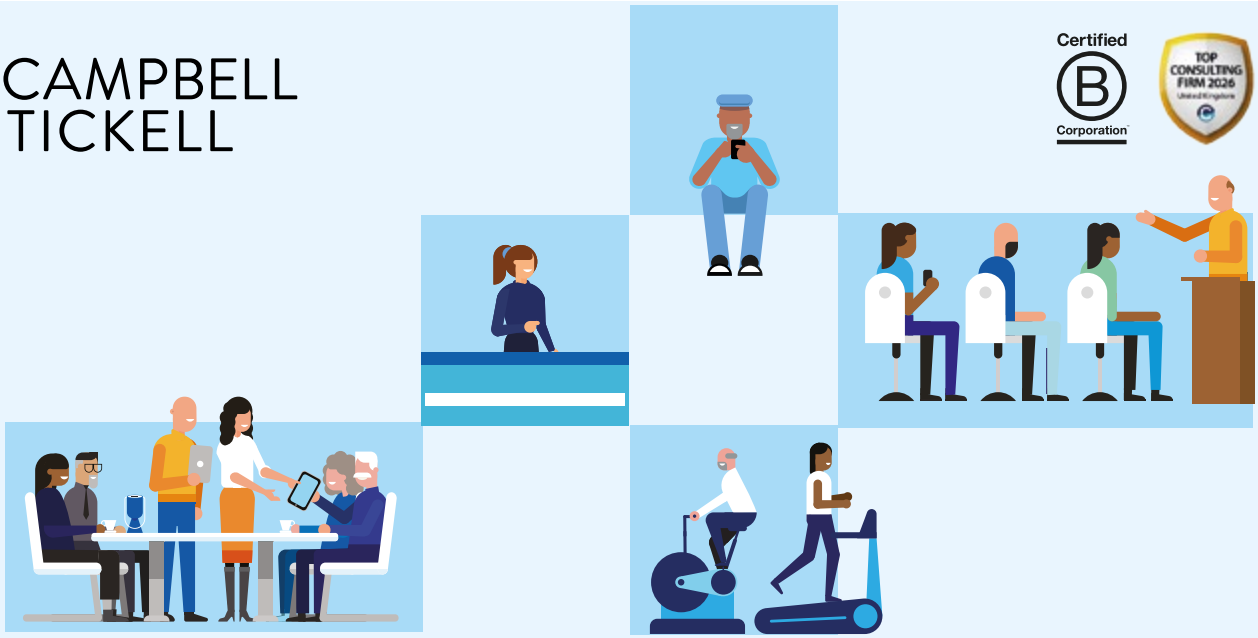
Please note that an offer of employment will be subject to satisfactory references and ability to work effectively from home.

Key Dates and Selection Process

Closing date: Ongoing

Interviews: will be conducted on an ongoing basis, and as such we advise you to make your application as soon as you are able, to increase the chance of being considered for interview.

CAMPBELL TICKELL



ASSISTANT DIRECTOR OF FINANCE

Location: Central London / Hybrid (2-3 days a week in the office)
Salary: Up to £105k plus potential bonus up to 15%
Contract: Full-time, Permanent

Campbell Tickell is an award-winning 'B Corporation' providing a wide range of high level consultancy and recruitment services in particular to organisations in the public, non-profit and social impact sectors.

We are seeking an experienced and strategic finance professional for this newly created position, which will strengthen our growing Finance team and offer a rare opportunity to lead high-impact consultancy projects across sectors such as housing, local government, and social care.

Reporting to the Finance Director, who leads this consultancy workstream, you'll work directly with clients to provide expert financial advice, strategic business planning, and performance reviews.

The role includes leading consultancy assignments from end to end, guiding multidisciplinary project teams, and helping clients navigate complex financial challenges with clarity and confidence. You'll also support the continued development of our finance service offer and contribute to the company's wider strategic direction.

The ideal candidate will hold a recognised accountancy qualification such as ACA, ACCA, CIMA, or CIPFA, and will bring significant post-qualification experience in senior financial roles or financial consultancy. You'll have a strong track record in business planning, financial modelling, and strategic financial analysis, as well as experience working with complex, regulated organisations - such as in the housing, local government, or care sectors. Excellent communication skills and the ability to influence senior stakeholders are essential, along with sound professional judgement and a collaborative, values-driven approach.

This role suits someone who thrives in a fast-paced, project-based environment and is motivated by work that has real social impact. You'll be joining a supportive and expert team that values integrity, innovation, and professionalism.

If you're ready for a role where your insight and leadership can shape the future of finance in socially focused organisations, we'd love to hear from you.

To arrange for a further discussion with a senior colleague, please contact:
Hayley Sheldon, search consultant on **hayley.sheldon@campbelltickell.com/ 07931 432 070** or
Gemma Prescot, Director **gemma.prescot@campbelltickell.com**

Closing date: Ongoing

CAMPBELL
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