

Job title	Deputy Head of Finance
Grade	9
Salary range	£46,485 - £58,596
Staff Group	Unestablished Academic-related
Department / Institution	Engineering

Role-specific information

Role Summary

The Department of Engineering is the largest department in the University of Cambridge with approximately 160 academics, 350 research staff, 800 graduate students, 1200 undergraduates and 800 professional staff. The annual expenditure is approximately GBP100m of which GBP50m is research grant expenditure.

Based at the Department's site in Central Cambridge, the Deputy Head of Finance will report to the Head of Finance and work under their guidance to set financial strategy and operations across the entire Department. This includes developing the Department's financial plans and making both long-range and operational financial decisions with full delegated authority from the Head of Department. The role holder will collaborate with the Head of Finance and take responsibility for these decisions, as well as for compliance with financial regulations and the high-performance of the finance team and its processes.

As financial systems and regulations evolve in the University, the role holder, working alongside the Head of Finance, will play a leading and influential role at School and University levels in providing insights, advice and direction on policy and processes e.g. the development and implementation of Enhanced Financial Transparency.

The role-holder will deputise for the Head of Finance in the management of the operation of the Department's Finance Office and Purchasing & Stores with overall management responsibility for the associated staff in these teams, as well as the Research Grants team, as required. In this respect, the role-holder will assist the Head of Finance in leading and supporting finance professionals across the Department, raising standards, developing and delivering new training, and opening career paths.

Under the guidance of the Head of Finance, key duties of the role include the following:

- create and implement the financial strategy for the Department of Engineering, ensuring it's sufficient to achieve the necessary financial performance to achieve its academic vision, whilst remaining compliant;
- makes operational decisions for the Head of Department;
- contributes to the development of financial policies and processes across the School and University through the provision of key Departmental input. Guiding these developments to help the Department achieve its objectives, while also making a beneficial contribution to the rest of the University.
- recruit, retain and develop excellent staff, through the provision of leadership, training and coaching .
- provide input to the management of UEF budgets and Trust funds, as well as funding approval for all posts at Departmental level.

The role holder will also be required to liaise with the School Finance Manager, as well as taking the lead in resolving financial issues with auditors, suppliers, etc., and contributing to University-level working groups as required to provide departmental input (e.g. new financial systems). This includes the Enhanced Financial transparency project across the University as well as leading on the roll out of key system changes across the Department.

In the absence of the Head of Finance the role-holder will report to the Head of Department.

Key Responsibilities

Main duties and responsibilities

Describe the key areas of work need to be undertaken by the role holder in order to meet the purpose of the role as stated above. It is anticipated that no duty should exceed 3 or 4 lines. Please list the tasks in order of importance.

1	<p>Financial Strategy and Planning (Deputising for HoF) Determines and implement's the Department's financial strategy and plans to deliver the Department's academic vision. Advises the Head of Department, the Faculty Board, the Academic Committee and senior staff on Departmental financial performance, financial aspects of significant projects and initiatives, and technical accounting matters, making business decisions. Providing financial analysis on new income generating initiatives. Delivers the financial strategy, five-year plans and annual budgets for the Department.</p>
2	<p>Project Accounting (Deputising for HoF) Drives innovation in the financial management of Departmental funds, providing key financial input for new strategic opportunities identified by the Head of Department and senior academics. Designing and giving presentations to senior academics, governing committees and professional staff as required. Takes a lead on the financial management of research facilities in the Department to ensure they are costed and charged appropriately and fulfilment of the annual reporting process, interacting with Departmental, School and Central Finance colleagues. Works closely with the School of Technology finance team, giving advice to develop a shared understanding of devolved flows, forecast commitments and sustainable funding ready for Enhanced Financial Transparency. Designs and leads training/briefing sessions to build staff understanding of changes to University finance systems and the revised processes as a consequence of this.</p>
3	<p>Staff and Operational Responsibilities (Deputising for the HoF)The role holder will line manage the Finance Office Manager and Purchasing Manager and Research Grants Supervisor and has overall responsibility for the staff reporting to these individuals. The role holder is a delegated authority in the Department on all financial matters, including the submission of research grant applications, ensuring compliance with University Financial Regulations, sponsor and donor agreements/rules, advising on contract procedures, advising on debt recovery, and effecting legal service through the courts when necessary. Resolving a wide range of financial cases daily from staff within the Department at all levels and across the University. Coaches, mentors, trains and develops financial professionals across the Department, including individuals in finance roles within Divisions as well as members of the Departmental Finance Team.</p>
4	<p>Department-University Interface (Deputising for HoF) The role holder will be a Department primary contact for the University Finance Division, School Finance Team, University Insurance team and CUDAR for issues of compliance with University Financial Regulations and their development and implementation e.g., Enhanced Financial Transparency. Networks throughout the Department, School Finance Office and University Finance Division designing and delivering training/briefing sessions, coaching those involved in financial management, and troubleshooting cases at the Department-University interface. They will attend all relevant University-wide committees. Is a key ambassador for the Department across the University in all financial matters, making significant contributions to the development of policy and procedures to fulfil the University's mission. Taking a lead within the Department on the role out of new financial policies and procedures.</p>

5	<p>Management of Grants and General Ledger Accounts (Deputising for HoF) The role holder will bring cutting-edge accounting methods and technology to the finance team. Drives the efficient and accurate production of General Ledger Accounts for periodic and Year End reporting. Lead on the regular review of accounts held and their balances in readiness for system changes and identifying opportunities for streamlining as necessary. Trains, coaches and leads to optimise the management of accounts. Plays a lead role with PIs/managers/funders in setting up the financial management of major grants/projects/SRFs/ and trust funds to set up the required cost centres and procedures, monitor financial management and give guidance. Ensures the accuracy and completeness of periodic and Year End reporting files and schedules prior to the Head of Department's sign off. Leads and coaches staff to improve continually the quality, efficiency and compliance of financial operations across the Department.</p>
6	<p>Additional duties Working alongside the Head of Finance to provide expert financial oversight, advice and innovative solutions for special projects as required, often developing policies and procedures to address novel/challenging situations e.g. finance lead for the Nanjing Centre and Joint Venture (a large and complex project featuring a University subsidiary and joint venture in China), Treasurer for the Cambridge University Engineers' Association (CUEA), managing payments and donations in connection with all funds in the Department, including trust funds. Offers clear analysis, insight and decisions to cut through challenging issues in order to enable academic projects for senior staff and their external stakeholders.</p>

Person Profile

This section details the knowledge, skills and experience we require for the role.

Education & qualifications	<ul style="list-style-type: none"> • Educated to degree level/level 7 vocational qualification or equivalent level of practical experience; • An accounting qualification (CIMA, ACA, ACCA or CIPA) and evidence of up-to-date professional development and knowledge.
Specialist knowledge & skills	<ul style="list-style-type: none"> • Strong influencing skills; • Strong analytical skills; • Creative problem solver.
Interpersonal & communication skills	<ul style="list-style-type: none"> • Excellent written and oral communication, with the ability to tailor communications effectively to different audiences; • Good general interpersonal skills, including diplomacy and negotiating skills, with the ability to hold difficult conversations with a variety of different colleagues.
Relevant experience	<ul style="list-style-type: none"> • Qualified accountant with significant post-qualified operational experience gained in complex matrix organisations; • Experienced at management accounting, business modelling, presenting complex data, optimisation and data-driven decision making; • HE-sector experience (desirable); • Experience of effectively engaging with the culture and objectives of an elite research-intensive University, or similarly complex institution; • Experience of managing and developing large professional teams; • Significant experience with complex accounting software.

Additional Requirements	<ul style="list-style-type: none"> • Significant ability to work pro-actively and independently; • An appreciation of the Department's mission to undertake world-leading research and teaching; • An ability to act on own initiative and work under pressure; • Should be able to demonstrate working knowledge of the University's Financial Procedures within one year of taking up post; • Demonstrable business acumen.
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Terms and Conditions

Location	Department of Engineering, Trumpington Street, Cambridge CB2 1PZ
Working pattern	Full-time, Monday-Friday
Hours of work	There are no formal conditions relating to hours and times of work but you are expected to work such hours and days as are reasonably necessary for the proper performance of your duties. Your times of work should be agreed between you and your head of institution.
Length of appointment	Five years in the first instance as an appointment to this post relies on the availability of finite funds for a specific purpose that are not part of the University's general revenues.
Probation period	9 months
Annual leave	Full time employees are entitled to annual paid leave of 41 days inclusive of public holidays.
Pension eligibility	Universities Superannuation Scheme (USS) You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme). Pension scheme details, including information about the legal requirement for the University to automatically enrol its eligible jobholders into a qualifying workplace pension scheme from 1 March 2013, is available at: http://www.pensions.admin.cam.ac.uk/ .
Retirement age	The University does not operate a retirement age for unestablished academic-related staff

Screening Check Requirements

Right to work in the UK

We have a legal responsibility to ensure that you have the right to work in the UK before you can start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it. If you need further information, you may find the Right to Work page within the 'Applying for a job' section of the University's Job Opportunities pages helpful (please see <http://www.jobs.cam.ac.uk/right/have/>).

Health declaration

Once an offer of employment has been made the successful candidate will be required to complete a work health declaration form.

Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

References

Offers of appointment will be subject to the receipt of satisfactory references.

Application Process

To submit an application for this vacancy, please click on the link in the 'Apply online' section of the advert published on the University's Job Opportunities pages. This will route you to the University's Web Recruitment System, where you will need to register an account (if you have not already) and log in before completing the online application form.

Please ensure that you upload your Curriculum Vitae (CV) and a covering letter in the Upload section of the online application.

The closing date for applications is Tuesday 25 February 2025. If you have any questions about this vacancy or the application process, please contact the HR Office at the Department of Engineering (hr-office@eng.cam.ac.uk, +44 (0)1223 332615).

Department of Engineering

The Department of Engineering is the largest department in the University of Cambridge, representing approximately 10% of the University's activities by the majority of common metrics, and is one of Europe's largest integrated engineering departments. It achieves the highest standards in both research and teaching. Its international reputation attracts the best students, academics, sponsors and partners from around the world. The Department is accommodated on two sites; one in central Cambridge and four satellite buildings in West Cambridge.

The Department seeks to benefit society by creating world-leading engineering knowledge that fosters sustainability, prosperity and resilience. We share this knowledge and transfer it to industry through publication, teaching, collaboration, licensing and entrepreneurship. By integrating engineering disciplines in one department, we can address major challenges and develop complete solutions, serving as an international hub for engineering excellence.

The Department is committed to promoting gender equality as part of a landscape of encouraging diversity, tolerance and a culture of mutual support. The dedicated Diversity Committee oversees equality, diversity and inclusion related activities in the Department, and holds regular events to promote Engineering to under-represented groups. The Department was first granted an Athena SWAN Silver Award in 2017, which was renewed in September 2020 to recognise the Department's ongoing commitment to advancing the careers of women in STEMM. The Department of Engineering continues to make excellent progress towards achieving gender balance amongst its staff and students. More information on the Athena SWAN Charter can be found [here](#).

The Department has six Academic Divisions and two Services Divisions as follows:

Academic Divisions	Division A – Acoustics, Energy, Fluid Mechanics and Turbomachinery
	Division B – Electrical Engineering
	Division C - Mechanics, Materials and Design
	Division D – Civil, Structural and Environmental Engineering with Sustainable Development
	Division E – Manufacturing and Management
	Division F – Information Engineering
Services Divisions	Division V – HR Office (Academic & Support Staff), HR Office (Research Staff & Visitors) Graduate Studies Office, Teaching Office (including Faculty Board and Exams), Finance Office, Library, Building and Estate Services, Information and Computing Services
	Division W – Design and Technical Services

The size and two site location means it is especially important to have an effective organisational structure in place. All staff are assigned to the appropriate Academic or Support Service Division on appointment so that the line of management responsibility is clear and this role is part of Division V.

More information on the Department can be found at www.eng.cam.ac.uk.

The University

The University of Cambridge is consistently ranked one of the best universities in the world, achieving academic excellence through its Faculties, Departments and other Institutions, together with the 31 Colleges. The University is renowned for its record of discovery and innovation. It is one of the great institutions, with a regional, national and global reach, attracting the very best and brightest minds. Our staff and students shape the world around us for the better: we attract and partner with like-minded people.

Whether contributing to the development of new anti-cancer drugs, adding to the understanding of how black holes are formed, revolutionising the study of ancient settlements, convening academic expertise to offer solutions to the climate crisis, or analysing public attitudes towards democracy around the world, the University's research is remarkable in its breadth, quality and impact. The University also sits at the heart of Europe's largest technology cluster and has catalysed more than 1,500 high-tech companies. And yet what inspires our 24,000 students and 13,000 staff is not what has already been achieved, but what is possible in the future.

The University is a self-governing community, with a system for decision-making that provides a high degree of accountability and transparency to its members. Each Department and Faculty is part of one of six academic Schools, but each of them, and each individual academic, has a great deal of autonomy. The Colleges are independent and self-governing, working in a symbiotic relationship with the University.

The University has a number of Institutions that are independent of any Faculty or Department and are not part of the academic Schools. These include the Institute of Continuing Education (which provides high-quality education to adults throughout their lives), the Fitzwilliam Museum, Kettle's Yard (an historic house and gallery that holds important collections of modern art) and the University Library. In addition to their diverse contributions to University and public life, these non-School Institutions are also important centres of teaching and research.

Cambridge University Press & Assessment provides academic publishing, examinations and learning materials worldwide, supporting the dissemination of research, academic development at school and in higher education, and international student mobility. Legally, the Press & Assessment is a department of the University. It provides very important funds to invest in the academic purposes of the University.

The University has made truly remarkable contributions to the sum of human understanding, with breakthrough ideas and discoveries that have changed the way we understand ourselves, our planet, and the universe around us. Yet the global and national contexts in which it operates are fast-changing and increasingly filled with uncertainty. In a world that is becoming - politically, economically, socially, and technologically – ever more interconnected but even less equal, the University’s mission – “to contribute to society through the pursuit of education, learning and research at the highest international levels of excellence” – has never been more relevant.

About Us

The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country’s highest concentrations of internationally important collections.

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit undergraduate students, provide student accommodation and pastoral support and deliver small group teaching for undergraduates.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany’s Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University’s make-up.

“Through its outstanding education, research and innovation, the University of Cambridge has made – and continues to make – a lasting contribution to human knowledge and is flourishing. By working at the University of Cambridge, you will be joining a vibrant community of students, scholars and professional services staff committed to supporting and enhancing the University’s mission to contribute to society.”

*Professor Deborah Prentice,
Vice Chancellor 2023*

Working at the University

Working at Cambridge you will join a diverse, talented and innovative community, with more than 24,000 students and over 13,000 staff from all walks of life and corners of the world.

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

The University offers a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a science and technology campus to the west of the city centre, and is expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with their continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and continues to redevelop its historic city centre sites demonstrating a clear determination to ensure that we can offer the best facilities and opportunities for our staff and students.

Equality and Diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter award, with a framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality

Living in Cambridge

Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the [Visit Cambridge](#) website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/>.

The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge.

Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit <https://www.accommodation.cam.ac.uk/>

What Cambridge can offer

We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a [career break scheme](#) for academic and academic-related staff, with additional flexible working policies for all other staff.

Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings.

CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.

Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 26 weeks' full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high-quality holiday Playscheme are available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group (<https://www.nvs.admin.cam.ac.uk/>) is an organisation within the University that welcomes the partners and families of visiting scholars and new members of the University. Run by volunteers, the group offers opportunities to visit interesting Cambridge venues, learn about the community, take part in social events and gain local knowledge while developing a strong support network of both residents and other newcomers.

Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

Development opportunities

We support new employees to settle in through various activities as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.

Information if you have a Disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at:

<http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please contact the HR Office, who are responsible for recruitment to this position, on 01223 332615 or by email on hr-office@eng.cam.ac.uk Alternatively, you may contact the HR Business Manager responsible for the department you are applying to via hrenquiries@admin.cam.ac.uk