

JOB PACK

Head of Finance, IT and
Governance

POLICE:NOW
INFLUENCE FOR GENERATIONS

POLICE NOW MISSION

To transform communities, reduce crime and anti-social behaviour, and increase the public's confidence in the police service by recruiting, developing and inspiring outstanding and diverse individuals to be leaders in society and on the policing frontline.

ABOUT US

We are working towards a day when every community, whatever the socio-economic background of its residents, **can thrive without being fearful of crime**. We are looking for talented, committed and mission-aligned individuals who will drive us towards achieving our ambitions.

Police Now recruits and trains graduates and career changers with leadership potential to become inspirational police officers and outstanding crime fighters on our National Graduate Programme. Graduates can pursue a variety of specialisms working in Neighbourhood Policing, as a Detective or within Counter Terrorism or Economic Crime units.

Police Now aims to create systemic change. We need highly capable impactful staff to support the recruitment and development of our officers and to cultivate strong relationships with partner forces and the wider sector.



We recently celebrated our 10-year anniversary. Read our Decade of Transformation report to discover more about the impact our participants have made in communities across England and Wales.



[Read the report](#)

A TRUSTED NATIONAL BRAND IN POLICING BY GRADUATES



WINNER

of over 45
industry
awards

Recognised by students, graduates, and industry experts for excellence in employer brand, recruitment, training, development, and diversity – earning over 45 awards for our innovative, inclusive approach.



A GREAT PLACE TO WORK

We're proud of the achievements and memberships we're part of and we're committed to creating a culture where **our people** feel supported and respected.



EQUITY, DIVERSITY & INCLUSION

We are an equal opportunities employer committed to equity, diversity and inclusion (EDI) in policing and our Head Office. Police Now touches the lives of the public through our work. In every element of our programmes, our work with forces and partners, and our HQ activities, we want to ensure that demography does not equal destiny. It is important our workforce reflects the communities we serve and are empowered to contribute their best. We are proud of the diversity of our team and the richness it brings to our work. However, we acknowledge that ethnic minority representation, especially in senior roles is an area we are committed to improving.

What have we done?

- Established an EDI Board Committee in 2020 *and have appointed Clare Power, Chief Marketing Officer as our Executive Sponsor for EDI.*
- Appointed EDI Champions who play an active role in shaping initiatives to deliver our EDI strategy.
- We continue to evolve how we recruit through inclusive practices e.g. anonymous (blind) screening, tailored accessibility tools for candidates, and a genuine focus on EDI at every stage of our recruitment process.
- We celebrate diversity across our organisation through staff-led events, personal insight forums, and contributions from external speakers.
- We have led pioneering recruitment programmes that place EDI at the forefront, achieving representation far above sector norms in policing, and winning awards across the graduate employment sector. We embed training that focuses on policing diverse communities and addressing cultural challenges within policing.
- We actively share learning and best practice with the sector, working with police forces and the Home Office to support EDI progress.



[Explore our EDI Strategy 2025-27](#)

OUR ETHOS

We hold ourselves and each other accountable for demonstrating **Police Now's Leadership Principles** through our actions:

Mission at the heart of everything we do

We prioritise the mission in every decision we make, so that our actions are always contributing towards our goal of transforming communities through the people we bring into and progress through policing.

Integrity and honesty

We act with integrity in everything we do, building relationships based on trust and respect; we communicate candidly, giving honest and compassionate feedback to each other so we can improve and develop our talent.

Delivering the highest quality

We are dedicated to delivering outstanding quality and professionalism to our partners, participants and candidates; we nurture and develop positive long-term relationships that are valued by our customers.

A passion for making an impact in policing

We learn all we can about the experiences and challenges of frontline officers and participants, so that we can improve our programmes and maximise our impact on crime and confidence.

Innovative and open-minded

We believe that anything is possible, including positive, lasting change in policing and communities; we empower and challenge each other to innovate across our work and programmes.

Personal responsibility

We take personal responsibility for accelerating progress and solving problems, and to collaborate with colleagues across Police Now to deliver our commitments and goals.

Embrace diversity

We value and celebrate everyone's diverse backgrounds, talents and leadership, and seek out different viewpoints and perspectives; we use these to educate ourselves and to inform decision-making.

Value the investment of public money

We work hard to earn and be trusted with limited public resources; we actively prioritise activities that make the biggest impact towards our mission and spend intelligently to make every penny count.

THE ROLE: PURPOSE

Title: Head of Finance, IT and Governance

Line manager: Chief Operating Officer

Salary range: £80,000 - £85,500 (inclusive of London weighting)

Contract type: Full time - permanent

Start date: 1st March 2026 (open to flexibility)

Department: Finance, IT and Governance

Location: London based (2-3 days per week in the office)

Closing date: 26th January 2026

We are seeking a commercial and mission-driven senior leader to become our Head of Finance, IT & Governance. You will have strategic finance capabilities as well as core operational capabilities to manage the Finance, Governance and IT departments, and directly support the Chief Operating Officer (COO) and Chief Executive Officer (CEO) in driving the strategic growth and sustainability of Police Now. You will operate as key part of the Police Now Leadership Team, making decisions at an organisational level. You must be a confident in presenting to senior stakeholders and influencing peers; this role is crucial in ensuring that funds are used effectively across the organisation and that finance processes, controls and systems support our workforce to achieve our mission.

The role is broad with full responsibility for financial management, ensuring our digital capabilities and systems are fit for purpose and our organisation runs and reports on it's operations effectively. You will manage a medium-sized team with the support of a Finance Manager, IT Manager and Governance Manager to deliver day-to-day operations and strategic projects. Whilst IT experience is an advantage; we are seeking a Finance leader with a passion and aptitude for data and technology and an analytical mind that can translate business requirements into technology requirements.

THE ROLE: REQUIREMENTS

- **Strategic finance:** develop and maintain a high-performing finance function, producing bespoke financial analyses to meet Board and SLT requirements, and help drive strategic decision-making and risk management as a Senior Leadership Team member. Provide strategic advice and contribute to the development and sustainability of Police Now using financial planning and costing. You will work closely with the COO and CEO to analyse our cost per participant, and future investments
- **Budgeting and cash flow:** manage the annual budgeting process, subsequent reforecasts, and regular cash flow forecasting and monitoring to ensure the efficient allocation of resources and reserves to meet all of Police Now's obligations; appraise and calculate value for money regarding investments and opportunities.
- **Effective and efficient financial control:** oversee the monthly management account process, working with the wider Senior Leadership Team / budget holders to ensure effective financial management; regularly review and develop financial controls, policies, and procedures; develop transparent financial reporting; and meet all finance and IT compliance needs.
- **Internal and external reporting:** financial and IT reporting to the Finance, Audit, Risk & Resources Committee (as an executive attendee) and the Board of Trustees on a quarterly basis; oversee the external audit process including statutory filings.
- **Effective organisational governance:** Lead the delivery of the Police Now Board and subcommittee meetings which take place quarterly, deliver an organisational visibility report so we can all see how we are performing as an organisation and support the internal running of the organisation through Organisational Leadership Meetings and effective Executive delivery.
- **Increasing commercial awareness:** as the most senior finance expert in the organisation, you will be responsible for upskilling the organisation regarding financial matters and embedding a commercial mindset in operational delivery and contracting with forces. In particular, increasing the commercial capabilities of our Leadership team.

THE ROLE: REQUIREMENTS

- **Strategic technology:** oversee and manage technology at Police Now HQ, including systems, devices, hardware and the evolution of the digital ecosystem and data architecture. In particular, business partnering with the organisation to ensure our technology is fit for purpose for our digital delivery requirements with participants and forces, working with our in-house and outsourced technical experts.
- **IT security and data governance:** responsible for maintaining appropriate cybersecurity measures at Police Now, and that data is managed appropriately and safely across the business and systems by staff in eyes of our Board, Committees, and force partners.
- **High-performing team and operations:** develop a high-performing, highly organised Finance, IT & Governance team. Manage the team to perform smartly and efficiently, providing robust and direct performance management, oversight and coaching. Provide support and training for junior members of the team where required and oversee day-to-day operations through the managers. Day-to-day operations include payments processes, expenses, compliance, payroll, grant reporting, device management and IT support (including managing outsourced suppliers).
- **Projects:** on occasion, lead on finance or IT projects such as implementing new processes to maximise efficiency and decision-making, re-contracting with new outsourced suppliers and updating systems, as well as being a key advisor and senior representative on company-wide projects.

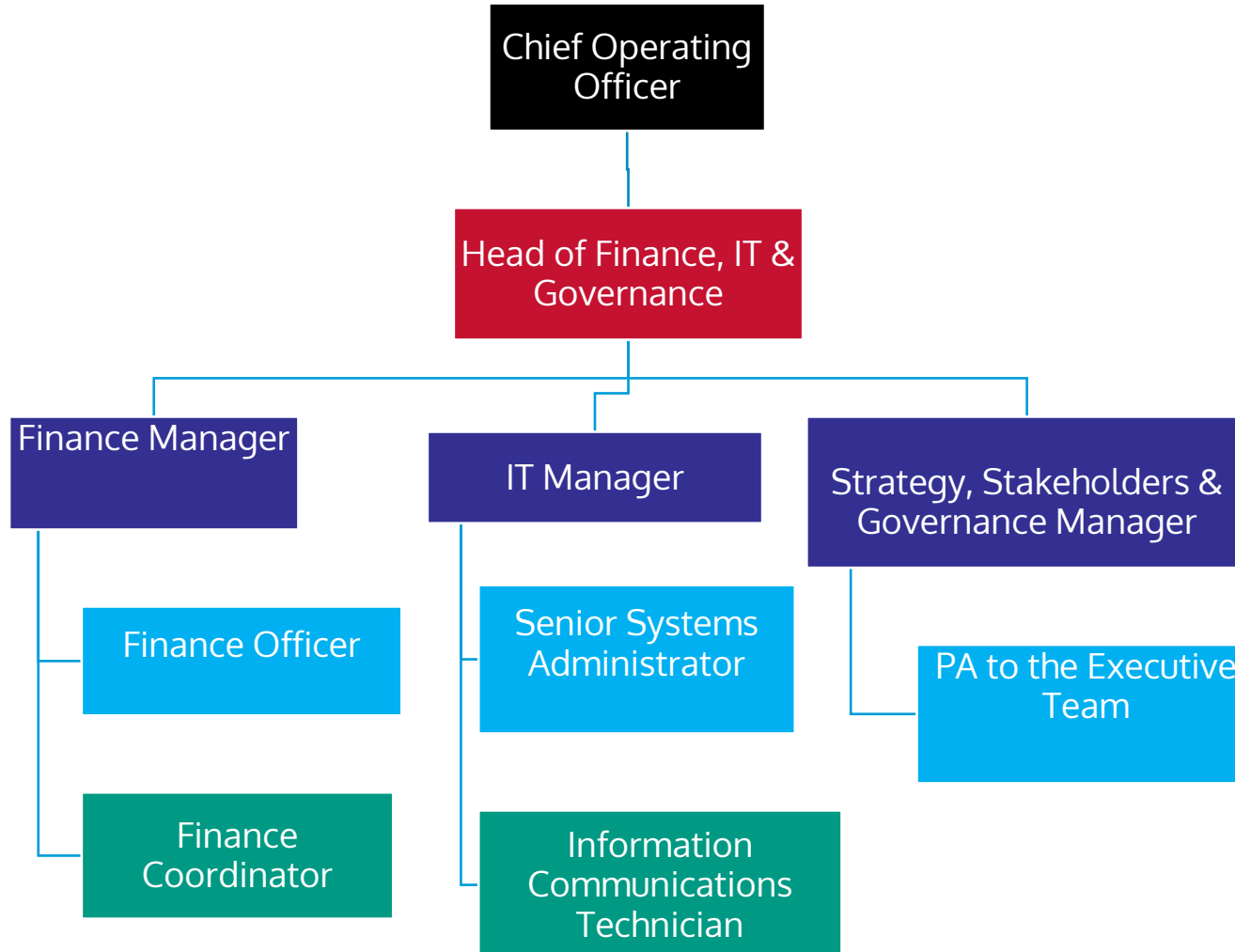
THE ROLE: REQUIREMENTS

What you'll need – the person specification

- At least 5 years' experience leading Finance teams in industry or in a professional services environment, and a demonstrated ability for developing high performing and inclusive teams (experience leading non-finance staff an advantage but not essential)
- A full professional accounting qualification – ACA or ICAS qualified from a top-tier organisation is desirable
- Excellent proficiency in Microsoft Office, in particular the use of Excel for analysing data, creating reports and data modelling
- Experience using cloud based financial systems (experience using Microsoft Business Central and WebExpenses beneficial)
- Previous Senior Leadership Team experience or proven experience working with and managing senior stakeholders in a client-based professional services environment; a demonstrated ability to present to senior management and/or Boards
- In-depth knowledge of all core financial processes and up to date knowledge of technical requirements and best practices (ideally with a working knowledge of Charities SORP)
- Specific IT expertise is not essential, however you must be able to demonstrate a passion and understanding of business technology, the key components of organisational IT, and how technology is a key enabler in the delivery of business operations
- An understanding of the basics of data architecture and how this translates to reporting and system design, management and development; knowledge of GDPR, the current data protection and IT security environment is desirable
- Excellent numerical and problem solving skills, as well as strong line management and coaching experience
- A demonstrated ability to advise and lead on a strategic organisational level as well as day-to-day operations, including experience in leading and delivering transformation projects; experience of working successfully in a changing organisation where flexibility, agility and adaptability are essential
- Superb written and verbal communication skills.

THE ROLE: TEAM STRUCTURE

This position will fall within our Finance, IT and Governance team



Key

Director
Head of Department
Manager
Assistant Manager
Officer
Coordinator

HOW TO APPLY

What you can expect from our hiring process:

The process may vary slightly to test for specific requirements; however, you should expect the following:

- Submission of your CV and an application form.
- A short telephone interview.
- One or more face-to-face interviews.

Application deadline: Monday 26th January

Unfortunately, we cannot provide sponsorship for applicants. Applicants must have the relevant right to work for UK before applying.

We view workforce diversity as a business imperative and strongly encourage applicants from all backgrounds and walks of life, particularly those who identify as an ethnic minority in the UK.

AI tools can be used to support your application and interview stages. However, we strongly encourage candidates to ensure that they personalise their responses to reflect their experiences. Please ensure the details of your application and examples used during the process is accurate and authentic at all times.



If this role sounds right for you, please apply via our website [here](#)

INTERVIEW TIMELINE

Having time to prepare for interviews is important and allows candidates time to prepare and perform to the best of their ability. We have noted the anticipated interview timeframe below for your reference.

Interview dates:



- Telephone interview: 27th – 30th January
- Face-to-face interview: 4th – 6th February
- Final stage online interview: 12th - 13th February

Please note these dates may be subject to change.



Need further help?

If you have any questions, or would like to discuss any adjustments, contact us by emailing careers@policenow.org.uk.

OUR BENEFITS

Long-term **meaningful benefits can make a real difference** to people's working lives. We believe that when people feel well in and outside of work, they're happier and able to deliver at their best.



HOLIDAY

- 27 days of annual leave (+ bank holidays) and typically close between 25th December to 1st January.
- One month paid sabbatical every 5 years' service.
- Enhanced parental leave pay, paid dependency leave, and flexible bank holidays.



HEALTH AND WELLBEING

- Access to a health cash plan to support with everyday health care costs including optical, dental and more.
- An Employee Assistance Programme, access to counselling, virtual GP appointments and flu jabs.
- Access to Kinhub, a wellbeing and coaching platform with dedicated 1:1 coaching sessions.
- Free eye test and Occupational Health support assessments.



FLEXIBLE WORKING

- We are committed to flexible working and operate a hybrid working model with both work from home and office working opportunities. We have removed core hours to support true flexibility.

OUR BENEFITS

PAY AND PENSION



- Competitive and transparent pay, split by band across the organisation.
- We offer a 6% employer pension contribution, with a minimum 2% employee contribution.
- Salary sacrifice schemes including cycle to work, technology and gym membership, to help spread the cost of expenses.
- Access discounts from 100s of retailers, including weekly grocery shopping, days out, online shopping and more.

LEARNING AND DEVELOPMENT



- Annual EDI training, including e-learning and additional EDI training opportunities.
- Three 'Growth & Giving days' days per year which can be used for study leave, well-being or volunteering.
- Staff Development Fund that employees can access to support their ongoing training and development.
- Employees have access to live and one-demand interaction training with Seedl.

COMMUNITY AND EVENTS



- Regular cultural awareness initiatives and events to celebrate the diversity of our team, seeking opportunities to learn, share experiences, and engage in meaningful dialogue.
- Monthly all staff meeting to discuss organisational performance and strategy.