

Appointment of
Head of Finance

April 2025
Ref Code: RBVPA





Contents

- 1 Introduction
- 2 About us
- 3 The Role
- 4 About you
- 5 Terms of Appointment
- 6 How to Apply

Our vision

**A fairer society,
where all young
people thrive.**



Introduction

As COO of Purposeful Ventures, I'm excited to recruit a Head of Finance to join our team. If you join us in this role, you will play a critical role in shaping the financial future of an organisation dedicated to social impact and creating a society where all young people thrive. You will work closely with me, the COO, the CEO Michael Clark, and wider management team to shape Purposeful Ventures' financial strategy, ensuring alignment with our organisational goals and mission.

At Purposeful Ventures, our vision is for a fairer society where all young people thrive.

Not every child and young person has a stable and supportive home environment, or access to what they need to participate and excel in education and beyond. This has far-reaching consequences for their employment and well-being, and it needs to change.

At Purposeful Ventures, we partner with social entrepreneurs and philanthropists to improve the education and well-being of young people from their earliest years. We do this by selecting, accelerating and, where we find a gap, incubating mission-driven organisations focused on a particular issue. Together, we test and scale effective solutions and influence system change.

In our first year of operation, we have welcomed 16 non-profits into the Purposeful Ventures family, launched two new funds and incubated two new organisations within our Children and Families and STEM Excellence portfolios. We have also identified emerging areas of importance for us, including

music and the arts, and mental health, where we will be incubating, accelerating and funding organisations in the coming months.

We deployed some £10m of charity funding, last year, and expect to deploy over £13m this year. We have grown rapidly - expanding our team, scaling our portfolio, and increasing the funding we deploy. We have committed philanthropists and a number of charitable organisations as our partners. They are all keen to work with us to scale impact. These milestones reflect the momentum we are building and the potential for even greater impact in the years ahead.

We are proud of the partnerships we have built and the progress we have made. From driving educational excellence in STEM to expanding into new areas such as music, the arts, and mental health, our portfolios are growing in both breadth and impact. Our long-term focus remains on improving home environments, boosting educational attainment, enhancing well-being, and scaling effective solutions that influence policymakers and funders.

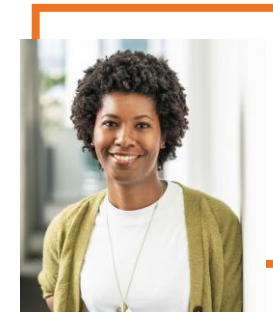
We are now growing and strengthening our operational team to ensure that we have the internal expertise to manage our financial resources for maximum impact.

As Head of Finance, you will play a vital role in this next phase. As we evolve, we need a leader who can help us ensure financial sustainability, drive strategic decision-making through high-quality financial insights, and optimise our financial

operations to maximise impact. You will build and lead a high-performing finance function across financial planning, governance, and compliance. You will ensure our financial information is accurate and well-organised, providing us with the management data to guide decision-making and manage financial resources for maximum impact. Over time, you will also support our incubated ventures and partner organisations to build strong financial functions, using their financial information to develop and drive high-quality decision making.

This is an opportunity to help shape the future of an organisation committed to tackling inequality and creating opportunities for young people. In return there are opportunities for you to influence the strategic direction of the organisation.

If you are passionate about using your financial expertise to enable meaningful change and thrive in a dynamic, purpose-driven environment, we want to hear from you.



Aisha Washington
Chief Operating Officer



About us

Our society leaves too many families and young people behind. It is the most vulnerable members of our society who suffer, often through no fault of their own. We all know that children from deprived backgrounds face a variety of challenges, making it harder for them to reach their true potential.

We are a not-for-profit that works with social entrepreneurs and philanthropists to build and strengthen organisations that deliver systemic impact for these young people.

We believe there are three areas where we have the expertise and experience to deliver:

Children and Families

Purposeful Ventures wants every child to have the best start to life. We support parents and families through children's early years, and young people who face tough times so that they can thrive despite the challenges they encounter.

STEM Excellence

We want every young person to have great teaching, inspiring opportunities and the support they need to thrive in a STEM related career.

Music and Arts

We believe that young people from all backgrounds should have the opportunity to reach their full potential in music and the arts.

Our Ventures



How we work

We provide young people with opportunities in education and beyond, helping them to reach their true potential.

We focus on understanding the root causes of issues facing young people

We seek out ideas and organisations which can have a systemic impact

We incubate organisations to develop and test new approaches and support successful projects to reach scale.

We use philanthropic funding to catalyse change.

We are venture builders who work closely with our strategic funding partners to deliver impact for young people. We apply rigorous due diligence to all organisations we consider supporting. We deliberately partner with individuals and organisations with strong theories of change, who mirror our ambitions. We are responsive, not prescriptive and tailor support to what our organisations need across five areas – Expertise, Network, Reputation, Operations, and Funding.

We support charities to grow and thrive in three ways:

1. Incubation - we build charities from scratch and spin them out to independence once they have proven impact, strong governance and are financially sustainable

2. Acceleration - we support existing charities who have the potential to have systemic impact to grow and scale. We provide tailored support across the five areas above typically ranging from £50k - £500k per annum for one to three years.

3. Sustain and funding - we provide funding for existing organisations who require less of our support to help achieved our shared mission and/or manage funds which have specific goals which can be achieved by existing organisations.

Our support is grounded in more than a decade of experience as Ark Ventures; an expert team designing, incubating and sustaining organisations that on average achieved 7x growth in that period.

In our first year of operation, we have welcomed 16 non-profits into the Purposeful Ventures family, launched two new funds and incubated two new organisations within our Children and Families and STEM Excellence portfolios. We are growing rapidly and expect to deploy funding of over £13m this year and continue to increase the value of our pledges secured.



Our work in practice

Children and Families



Case study

Baby Bank Alliance (BBA)



Home-Start West Berkshire

Mum, Shelby, lives in West Berkshire with her two-year-old son Jacob* and three-year-old daughter Amelia*. Shelby, 26, says her local baby bank, Home-Start, helped her through a traumatic time in her life and without it, she wouldn't be where she is today. Jacob is a twin and sadly due to complications, his brother died suddenly a few weeks after he was born.

After his death Shelby was diagnosed with post-natal depression and post-traumatic-stress-disorder and referred to the baby bank for support. The baby bank helped Shelby with a two-seater pushchair, clothes, nappies and other essentials. They also supported Shelby's mental health, assigning her a support worker who helped her work through her grief. Having just marked her twins' second birthday, Shelby says she is in a much better place now thanks to the baby bank. She hopes her story will raise awareness about baby banks so other parents and families can seek their support.

(*not real names).

STEM Excellence



Case study

The Martingale Foundation

With the help of generous founding donors, Purposeful Ventures is incubating the Martingale Foundation, an organisation that supports talented students facing financial barriers to access and excel in postgraduate Masters and PhDs. Launched in 2022 with a focus on maths, Martingale now has over 50 scholars on its programmes across eight of the UK's leading universities and has expanded into AI working with two further universities.

Martingale is well placed to influence policy leaders and shape the narrative, considering the voices of those who face significant challenges both accessing and completing postgraduate study.

Music and Arts Excellence



Case study

Classical Music Excellence

Responding to an offer of seed funding, we agreed with a funder to embark on a new area: to support more young people from low socio-economic backgrounds to achieve excellence in classical music, enabling them to progress to the highest level and ultimately into the profession should they choose.

We undertook some initial research which informed the funder's decision to commission a year-long research project on the classical music education pipeline. This addresses how different groups of young people enter and move through the pipeline, and the opportunities to increase the proportion of young people progressing from one stage to the next.

Alongside, this we will be making grants which will help us gain a deeper understanding of the problem we want to solve. Recommendations for promising organisations to fund have been made and we are currently taking these organisations through our rigorous Due Diligence process.





The Role

We are looking for a Head of Finance who is both a strategic thinker and a hands-on leader.

This is an exciting, high-profile, high-impact job and a unique opportunity to play a critical role in shaping the future of a fast-growing organisation.

You will report in to the COO and work closely with the management team to shape Purposeful Ventures' financial strategy, ensuring alignment with organisational mission and goals.

You will be responsible for driving strategic decision-making through high-quality financial insights and making sure that our financial operations enable us to maximise impact. You will build and lead a high-performing finance team across financial planning, governance, and compliance. You will ensure our financial information is accurate and well-organised and that we have the management data to guide decision-making.

Over time, you will also support our incubated ventures and partner organisations to build strong financial functions, allowing them make high-quality decisions.

This role presents a rare opportunity to directly contribute to our mission within Purposeful Ventures and across our partners.

In turn we offer the chance to be part of a high calibre, hugely talented team of professionals. You will have the chance to use your expertise and understanding of finances to challenge and support us, holding us to account so every decision we make amplifies our impact.

As we grow, we are looking for colleagues who will grow with us, giving you plenty of opportunities develop professionally surrounded by great new ideas and hard working committed colleagues.



Main Activities & Responsibilities

Key Responsibilities:

Financial planning and analysis:

- Advise the board and senior leadership on financial strategy and decision-making.
- Lead budgeting, forecasting, and variance analysis in line with the non-profit's goals.
- Monitor key financial metrics and provide insights to senior management.

Lead a high-performing finance function:

- Oversee external accountants to ensure accurate and timely financial reporting and compliant control environment.
- Develop and enforce financial policies and best practices to enhance efficiency and accountability across the organisation.
- Ensure compliance with tax regulations, and other governance standards.
- Manage restricted and unrestricted funds to maximise impact in line with the non-profit's priorities.
- Build and mentor a high-performing finance team with a culture of continuous improvement.

Advisory and Capacity Building (over medium term):

- Advise incubated ventures and partner organisations in their financial management.
- Provide guidance to incubated ventures and partner organisations in using financial information to strengthen decision-making.

Other responsibilities:

Governance and Risk Management

- Support preparation and presentation of finance board papers with clear analysis.
- Establish optimal governance and tax structures, enabling the organisation to make grants and/or use other financial vehicles to support partner organisations in both charitable and for-profit spaces.
- Develop and implement financial controls and risk management strategies to protect the non-profit's assets and reputation.
- Monitor regulatory changes that could affect the organisation.

Cash, Investment & Fundraising Management

- Optimise cash flow and manage investment strategies.
- Support financial planning for grant proposals and oversee financial grant reporting so it is compliant with donor requirements.

Audit:

- Lead the relationship with the auditors and work with external accountants to ensure timely, high quality statutory filings.



We are looking for someone who is as committed to young people achieving their potential as we are. You will thrive in a fast-paced environment. As a senior finance professional, you will be excited about shaping our financial strategy so we can deliver our goals.

About You



As an individual we are looking for someone who is:

- A tenacious, effective and impact focused problem solver, with high expectations of yourself and others.
- Comfortable with complexity and ambiguity, and highly motivated to simplify, ensure clarity and streamline processes.
- Excited to help build a fast-moving start up organisation.
- Able to think strategically, while also staying on top of the details.
- An excellent communicator who can distil and convey an understanding of our finances to multiple stakeholders.

Experience, Knowledge and Skills

Essential:

1. A firm understanding of charity accounting, governance and regulations through proven experience in senior finance roles.
2. Strong expertise in financial planning, budgeting, and analysis and ability to make recommendations to shape organisational strategy.
3. Firm understanding of the systems and processes needed to ensure robust financial planning and reporting.
4. Demonstrable experience of working effectively with boards, and senior leadership teams to inform the strategic direction of an organisation.
5. Excellent communication skills with the ability to convey complex financial information to non-finance stakeholders.
6. Confident in implementing and using accounting and office software packages competently, including Microsoft Excel and Xero.
7. Professional finance qualification (ACA preferred, will also consider ACCA, CIMA).

Desirable:

1. Experience growing or working within a finance function in a rapidly scaling organisation.
2. Knowledge of treasury management.
3. Experience overseeing external finance partners.
4. Familiarity with grant reporting and donor compliance requirements.



Terms of Appointment

Reports to: Chief Operating Officer

Location: EdCity in West London – we follow a hybrid working pattern with two core days (Tues and Weds) in the office

Contract: Permanent

Pattern: Full time (standard full-time hours 9am – 5.30pm, part time hours of at least 0.8FTE will be considered)

Salary: £80k-£90k with some flexibility based on your level of experience.

Benefits:

- 27 days annual leave plus bank holidays, increasing to 29 days after 2-years' service, then to 30 days after 3-years' service
- Full office closure between Christmas and New Year and a Summer Shutdown
- Access to discounts with leading retailers, leisure and travel brands
- Onsite showers and bike storage
- A commitment to excellence combined with support for your professional and career development
- A flexible approach to working with understanding and consideration for work life balance and personal commitments
- Access to an Employee Assistance Programme for advice and support including counselling
- 11% employer pension contribution

Process

- First round panel interviews will take –place virtually **w/c 2 June (exact date TBC)**.
- Final round of panel interviews will take place in our offices in 1 EdCity, EdCity Walk, W12 7TF on the afternoon of **Wednesday 11 June**.

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.





How to Apply

Saxton Bampfylde Ltd is partnering with Purposeful Ventures on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **RBVPA**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Wednesday 30 April 2025**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



