

Director, Finance and Commercial

May 2026



Welcome from IPSA's CEO and Accounting Officer



IPSA was created by the Parliamentary Standards Act 2009, as the world's first independent regulator of MPs' financial remuneration.

Independent of Parliament and the Government, we are required to act in a way that is efficient, cost-effective and transparent, ensuring MPs are supported to carry out their duties in Parliament and their constituencies. We were given three main responsibilities - to regulate MPs' funding, determine their pay and pensions, and provide financial support to MPs in carrying out their parliamentary work.

Our independence allows us to make decisions about how we fund business costs and MPs' pay without interference. A strong and independent body, we implement financial controls, internal audit, data protection and transparency measures to ensure the UK's 650 elected MPs and their staff comply with the principles of accountability, integrity, ensuring value for money, and using funding only for parliamentary purposes.

We have embarked on significant change in recent years, focused on regulating through high-quality service and a simpler regulatory framework, with further exciting opportunities to strengthen support for our customers as well as commanding greater public confidence.

We're looking for a Director, Finance and Commercial; a credible, values-driven leader who combines strong financial and commercial expertise with sound judgement, integrity and the confidence to operate at executive level. You must be collaborative, inclusive and people-focused, with the ability to build high-performing teams, work effectively across the organisation and help place this vital enabling function at the heart of IPSA's work.

We're committed to creating a diverse, vibrant community where everyone is treated equally, and we welcome applications from people of all backgrounds. If you're excited by the opportunity to help ensure public money is managed wisely, deliver value for money and strengthen confidence in IPSA's work, we'd be delighted to hear from you.

A handwritten signature in black ink, appearing to read 'KW', on a light blue background.

Karen Walker

About IPSA

Our background

The Independent Parliamentary Standards Authority (IPSA) is the independent body that regulates and administers public funding in support of MPs' parliamentary duties. Created by the Parliamentary Standards Act 2009, we make fair and impartial decisions about MPs' pay, pensions and business costs.

Our purpose

Our purpose is to support trust in democracy with great service, fair rules and wise spending.

Our vision

We want to enable MPs to focus on what really matters by providing an exemplary, seamless regulatory service.

Our values

Our values are deeply ingrained principles that guide all that we do: they are a fundamental part of our identity, cornerstones of our culture, and are never compromised.

They are:

- **Staying Connected** – we're connected to each other and our customers by a common purpose;
- **Seeing the bigger picture** – we listen to understand, and we act with tact and empathy;
- **Being open** – we make independent decisions based on balanced and fair judgments. If we make a mistake, we fix it quickly;
- **Doing the right thing** – we have foresight and always try to see the bigger picture. We anticipate needs to ensure the service we deliver is seamless; and
- **Making a difference** – we are knowledgeable, friendly and helpful. We understand our customers and deliver exemplary service.

Our culture

IPSA is a high-performing organisation with a truly diverse community.

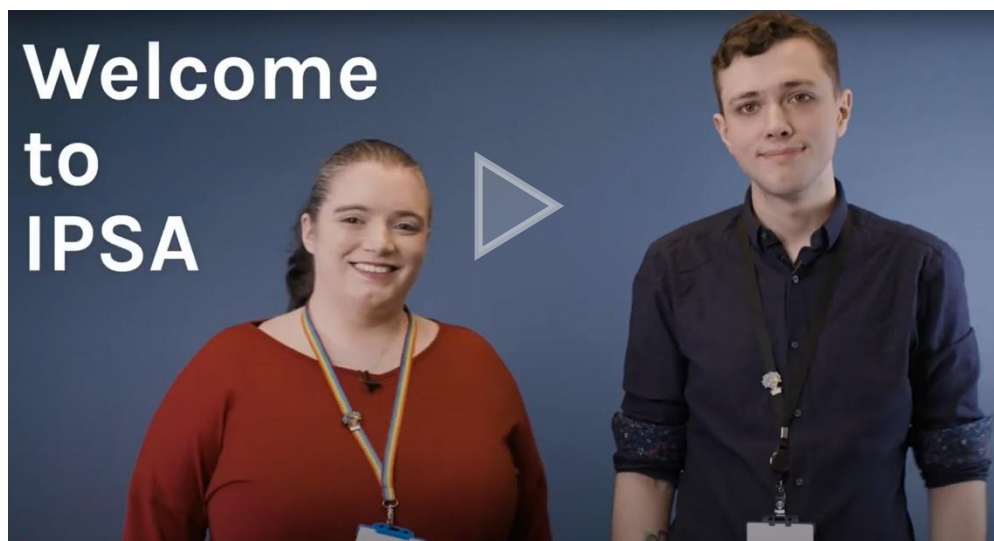
Our vibrant and inclusive culture provides the backdrop on which our people philosophy – *to engage, enable, and empower our people* – comes to life. It's through this approach that we've created a customer-centric culture that delivers operational excellence.

To help us fulfil our strategic objectives, we recruit and retain brilliant people from all corners of the UK; people with the right skills and mindset, who are resilient, values-driven and inspired to deliver excellent results.

Our people have the freedom to work when and where they work best; we trust our people to do the right thing, and we have high expectations ingrained in our approach to performance excellence.

As a values-based organisation, we've proudly built a culture where people feel valued, and we value each other and our customers. This has led to our engagement scores rising from 64% (2021) to a 'best in class' 72% in 2025.

You can hear what it's like to work at IPSA by watching our [welcome video](#).



The role of Director, Finance and Commercial

Overview and context

The Finance and Commercial team are an enabler for IPSA, offering vital support to internal and external stakeholders to ensure MPs have the funding and services they need for their parliamentary and constituency work. The team is responsible for all aspects of financial support from management accounting, finance business partnering and financial control, setting and managing the Main Estimate, MP budgets and IPSA spend, alongside commercial activity, including procurement and contract negotiation for IPSA and MP services.

The Director, Finance and Commercial leads an efficient and effective high-performing service that delivers IPSA's statutory responsibilities accurately and with confidence. The role is a key member of IPSA's leadership team, attending Board meetings and committees, and representing IPSA with external partners including auditors and regulators. Working with colleagues, you'll help deliver IPSA's vision, purpose and strategic priorities.

With a strong focus on integrity, you'll oversee an annual budget of more than £310m. You'll ensure IPSA's finance and commercial arrangements are principles-based, proportionate and compliant, supported by robust governance that delivers value for money for the taxpayer and strengthens public confidence in IPSA's work.

You'll role-model IPSA's values and lead an inclusive, collaborative culture, supporting and constructively challenging others to keep IPSA a great place to work and to maintain high levels of satisfaction among MPs and their staff. This role reports directly to the CEO and Accounting Officer and has four direct reports with up to nine indirect reports.

Key responsibilities

- Leading a high-performing Finance and Commercial directorate through inclusive, values-led leadership, building capability, resilience and an agile culture.
- Shaping and delivering IPSA's strategy and business plans, balancing transformation, regulatory change and day-to-day delivery.
- Providing strong financial stewardship and corporate governance: effective budgeting and forecasting, clear risk management, and timely escalation of issues to the CEO.
- Clear on the principles of managing public money and considering the Accounting Officer's position in all relevant decisions.

- Ensuring accurate, prompt reimbursement of MPs' business costs and consistent, principles-based application of the Scheme, supported by high-quality management information for MPs and staff.
- Delivering insightful reporting and advice to the Board, the Audit, Risk and Assurance Committee, CEO and Leadership team, enabling robust decision-making and value for money.
- Building trusted relationships with colleagues and stakeholders, providing a high-quality service in a high-scrutiny environment and protecting IPSA's independence and reputation.
- Responsible for continuous improvement of financial controls ensuring all controls operate effectively and provide assurance over the completeness and accuracy of all financial information including IPSA's Annual Report and Accounts.
- Leading commercial activity, working with the Head of Commercial to run compliant, proportionate procurement and manage suppliers to secure value, resilience and service quality.
- Living IPSA's values: Staying Connected, Seeing the Bigger Picture, Being Open, Doing the Right Thing and Making a Difference - and demonstrating commitment to the [Seven Principles of Public Life](#).

What we're looking for

You'll be an accomplished leader who cares about supporting democracy and delivering regulation through excellent service. You'll bring clarity, credibility and calm, working collaboratively in a complex, high-profile environment to deliver IPSA's strategy.

With a positive influence on how our stakeholders feel about us, you'll build trust, strengthening confidence in IPSA and democracy more widely. You'll invest in your team, setting clear expectations, encouraging accountability, and constructively challenging behaviours and ways of working to align with IPSA's culture.

You'll bring strong judgement, resilience, and curiosity and you'll be comfortable challenging assumptions to help IPSA navigate opportunities and tough decisions. With deep expertise in finance, financial risk, and commercial strategy, you'll deliver value for money and strengthen financial capability across the organisation.

You'll have an uncompromising approach to corporate governance and risk management, working confidently with the IPSA Leadership team and Board. You'll develop people and capability in the team, ensuring people live and breathe IPSA's values, perform at their best and feel valued.

The experience and technical level required for the role, along with personal qualities, skills, attributes, and qualifications are listed below.

Essential criteria

- Strategic leader with a strong track record in a high-profile, public-facing organisation.
- CCAB/CIMA (or equivalent) qualified, with senior financial leadership experience and stewardship of public money.
- Expert in public-sector financial planning, control and reporting, including budget setting and analysis to drive value for money; strong commercial/procurement capability.
- Inclusive, collaborative leader who inspires high-performing teams across diverse and dispersed settings.
- Proven delivery of transformation (including digital) and continuous improvement against clear performance measures.
- Experience in a principles-based regulatory environment, with strong grasp of governance, assurance and risk.
- Confident communicator and influencer, able to handle sensitive issues with tact and build trusted senior relationships.

Terms of appointment

Contract

This is a permanent, full-time role (36 hours per week). There is scope for flexibility in working hours subject to the needs of IPSA's operating requirements.

Remuneration and other benefits

- **Salary** - £110,000- £126,000.
- **Pension** - Civil Service Pension, with a standard employer contribution (currently 28.97%).
- **Holiday entitlement** - 25 days plus Bank Holidays, increasing by 1 day each year up to 30 days.
- **Other benefits** - Additional benefits to complement core remuneration can be found on our [careers page](#).

How we work

We have a well-established approach to hybrid and flexible working. The successful candidate will be able to work from home predominantly and work the hours which best suit themselves and IPSA.

To successfully discharge the duties of the role, regular travel will be required to attend Board and Committee meetings in London, and regular attendance and engagement with senior stakeholders. This may range between 2-4 days per month.

Security clearance and checks

The successful candidate will be required to have, or be willing to obtain, a Counter-Terrorism Check (CTC). This involves successful completion of the Baseline Personnel Security Standard (BPSS) and a Security Questionnaire, a check of both spent and unspent criminal records, a check of Security Service (MI5) records, and of company records (e.g. personal files, staff reports, sick leave returns and security records).

The process will also be subject to standard employment reference checks, and social media footprints will be reviewed as part of the recruitment process.

Recruitment process

Applications

Applications should be made via our recruitment platform – [Be Applied](#) - by **no later than 11:55pm on 14 June 2026**. Click on the ‘apply’ button and follow the instructions to upload a supporting statement and your CV which needs to be one document.

Supporting statements should be no more than 400 words.

Interviews

Interviews will be on Microsoft Teams.

We’ll offer as much flexibility as we can, but it may not be possible to offer alternative dates for interviews. You’re therefore asked to note the below timetable and asked to exercise flexibility throughout the recruitment and selection process, in order to meet the dates given.

- **Applications close:** 14 June 2026
- **Shortlisting to take place:** w/c 15 June 2026
- **In-person panel interviews:** 30 June, 01 and 02 July 2026

The panel

The panel will be comprised of:

- **Karen Walker** (Chief Executive Officer and Accounting Officer);
- **Lee Bridges** (Director, Standards and Information); and
- **Cliff Rana JP** (Board Member, Chair of IPSA’s Audit, Risk and Assurance Committee).

Our commitment to equality, diversity & inclusion

We're committed to creating a diverse, vibrant community, and to making IPSA a brilliant place to be.

Ensuring equality of opportunity is central to this. With diversity of backgrounds, experiences and thinking, IPSA will continue to operate as a high-performing organisation with a truly diverse and inclusive culture.

We encourage applications from all backgrounds and communities, such as parents or carers who are returning from a career break, people who are LGBTQIA+, from Black, Asian, and other ethnic backgrounds, with a disability, learning difference or long-term condition, with caring responsibilities, from different geographic regions and people from all socio-economic backgrounds, and any other under-represented groups in our team.

We're a Disability Confident Employer: if you have a disability or any kind of access requirement, please let us know if we can make any reasonable adjustments to enable you to apply for and succeed in this role. We're also proud to support the Armed Forces community, so please let us know if you're a veteran or a family member of serving military personnel.



