

STEM Learning Limited

Role Title: Chief Financial Officer

Reports to: Chief Executive

STEM Learning is an impact-led social enterprise. Its mission is to empower young people with the skills and knowledge to thrive through effective teaching and learning. See below [STEM Learning's Strategic Framework](#).

Success factors

A successful CFO is critical to the achievement of STEM Learning's mission. You will be a role model for inspirational leadership and management of change to:

- Embed a culture of commerciality and financial accountability throughout the organisation
- Achieve financial sustainability – a core value - in the context of a mission-led social enterprise
- Provide positive and confident challenge grounded in strong analysis and commercial insight focused to maximise value and impact from limited resources
- Achieve greater organisational simplicity and agility to effectively respond to the rapidly changing environment of the STEM education and support sector.

Key accountabilities

Primary

- Member of Senior Leadership Team (one of four). Specific responsibility for ensuring STEM Learning's strategy is commercially robust and operationally resilient while maximising impact on the teaching and learning of STEM subjects throughout the UK
- Lead the Financial Strategy. With support from Head of Finance and the wider team - ensure STEM Learning understands and achieves its full potential while managing risk
- Executive responsible for the ENTHUSE Charitable Trust (the Trust) and particularly its good governance. Accountable for ensuring the continued success of the strategic relationship between the Trust and STEM Learning and liaison with Trustees and the Trust's Chair.

Supporting

- Report to and presentation of financial data at Board, Trustee and senior management levels
- Overall responsibility for the preparation of rolling budgets and forecasts, including scenario planning to access business risk associated with strategy
- Partner with Department and Programme Managers to ensure STEM Learning understands potential and risks and maximises impact and VfM from resources
- Optimise the governance, compliance and risk management infrastructure, to include keeping under review the most appropriate legal structure for the Trust to support the strategic purpose of both the Trust and STEM Learning
- On behalf of the Trust - manage the links between the fundraising and programme delivery teams to ensure appropriate allocation of Trust funds
- Ensure compliance, implementation and provision of all advice for tax, accounting rules and other legislation applicable to STEM Learning and the Trust
- Responsible for the annual statutory audit of the financial accounts, and any other compliance and operational audits for both STEM Learning and the Trust
- Responsible for financial calculations for bids and tenders. Provide input to the review of costs and pricing of existing and new project proposals
- Ensure timely and accurate monthly management accounts, monitoring performance against budget and providing variance analysis
- Through leadership of the Legal and Contracts Team, ensure protection of IP and VfM from external contractors and suppliers

- Continually and critically review, maintain, develop and improve the accounting system to ensure effective and efficient financial management and reporting
- Oversee efficient cash management
- Maintain relationships with bankers and legal advisers as required.

Key challenges

- Need to work effectively and collaboratively with a wide range of internal and external partners, balancing priorities and resources
- Managing the relationships between STEM Learning and the ENTHUSE Trustees
- Managing expectations of internal and external stakeholders – often operating with constraints determined by third parties
- Time management and dealing with competing priorities and pressures – ability to manage own workload while collaborating effectively with colleagues
- Remaining up to date with relevant changes and development within the legal frameworks governing Limited Company and Charity financial regulations
- Ensuring innovation, legal compliance and creativity underpins the development of the financial support to STEM Learning and the Trust.

Experience and Expertise

Essential (in order of importance)

- Willingness to buy into and support the STEM Learning mission
- CCAB recognised accounting qualification
- Able to develop and apply creative solutions within a progressive and ever-changing environment
- A proven track record in financial management of a medium sized company (or a division within a large organisation)
- Gravitas, experience and proven skills to engage credibly at senior management, Board and funder level as well as with a wide range of internal and external stakeholders
- Line management of a diverse team including, qualified and part qualified professionals
- Educated to degree level or equivalent.

Nice to have

- Knowledge of charitable entities and associated financial legislation
- Successful development of apprentices.

Location

York office based

STEM Learning strategic framework

2024 to 2030



VISION

Improving lives through STEM education



MISSION

Empowering young people with the skills and knowledge to thrive through effective teaching and learning

VALUES

Sustainable

Innovative

Proactive

GOALS

Improve teaching for better achievement in STEM

Champion the profile of STEM in education

More effective teachers of STEM through currency of skills and knowledge

Focus on communities most in need

Enrich learning to develop a love for STEM

Inspire young people to progress in STEM

Young people are more empowered to choose STEM pathways

Increase aspirations and improve self-efficacy of those who don't see STEM as for them

Grow the talent pool to foster a thriving UK economy

Create a more diverse talent pool

Develop young peoples' STEM skills to thrive in their future career

A cohesive ecosystem of employers and educators working together

Understanding our impact

Improve teaching

Improved quality of teaching in schools

Increased retention of teachers

More effective teachers of STEM in schools

Reduced gaps in attainment and progression

Better achievement in STEM

Enrich learning

Increased aspirations for young people to progress in STEM

More and more diverse young people choose to progress in STEM

Reduced aspiration and opportunity gaps

Improved STEM skills for young people

Developing a love for STEM

Grow the talent pool

Improved relationships and connections with STEM employers

Better recognition of how employers can support young people in STEM through high-impact programmes

A thriving UK talent pool

Improved diversity in the STEM workforce

Increased social mobility for young people through improved employment prospects

Reduced skill shortages in UK industry

Economic growth from a more highly skilled workforce

The UK becoming a science and technology superpower

Long-term impact



Understanding our impact: 2024-2030

Improve teaching

Deliver high-quality CPD annually to **60,000 teachers**, improving teaching for over **3 million young people**

Provide support to all schools in **areas of high social disadvantage**

Teachers access over **20 million quality assured resources**



Improved **quality of teaching** in schools

Increased **retention of teachers**

More **effective teachers** of STEM in schools

Reduced **gaps in attainment and progression**

Better achievement in STEM

Enrich learning

Deliver high impact student-facing activities to over **35,000 young people**

Targeted **support for 30,000 young people** from under-resourced backgrounds

Provide over **350,000 hours of volunteering annually** from a diverse range of STEM Ambassadors



Increased **aspirations for young people** to progress in STEM

More and **more diverse young people** choose to progress in STEM

Reduced **aspiration and opportunity gaps**

Improved **STEM skills** for young people

Developing a love for STEM

Grow the talent pool

Raise **£20m of support** from **80 strategic partners**

Over **30,000 STEM Ambassadors** representing **10,000 employers** actively volunteering

Influence sector-based forums to **identify and address STEM skills gap**



Improved **relationships and connections** with STEM employers

Better recognition of how **employers can support young people** in STEM through high-impact programmes

A thriving UK talent pool

Improved diversity in the STEM workforce



Increased social mobility for young people through improved employment prospects



Reduced skill shortages in UK industry



Economic growth from a more highly skilled workforce



The UK becoming a **science and technology superpower**

Long-term impact