

JOB DESCRIPTION

Job Title	Associate Director, Finance		
Reports to	Deputy CFO		
Department	Finance		
Job Family	Business Services	Level	5

About the School

At London Business School, we strive to have a profound impact on the way the world does business and the way business impacts the world. Our departments work hard to ensure that we are continually delivering a world-class service, academic excellence and that our course offering maintains our place as a leading business school.

With thought-leading faculty and dynamic learning solutions, we empower both businesses and individuals by offering a transformational learning experience that will broaden their professional knowledge and global mindset. As well as offering postgraduate courses for the business leaders of the future, we run open and customised executive courses for professionals and corporate clients that help leaders identify the future focus and strategic direction of their businesses.

With London in our hearts, we draw from its status as a financial, entrepreneurial and cultural hub to attract a diverse range of students and faculty, creating an abundance of opportunities to network with industry experts and alumni worldwide.

About the Department

The Finance Directorate includes a range of areas which are essential to the School's strategic and operational running and meeting statutory, funder and regulatory obligations and transformation including foundational aspects of the five year plan It delivers a wide range of services to the whole School community including:

- All finance services including financial planning and analysis; corporate governance compliance and internal control; and key services to run the day to day operations of the School.
- Transformation and financial system and other projects including a new finance ecosystem
- Strategic financial planning

Finance plays a key role delivering transformation and sustainability and the School's Five Year Plan, the planning work to achieve the School's strategy over the medium term and longer term. The team provides a full financial service to all areas of the School and in particular:

- Strategic planning and analysis support to the School's senior executives.

- A comprehensive management information and business partner service to the School's senior management.
- A customer-facing finance service to support the day to day running of the School including all transaction processing services – purchase invoicing and expenses; banking and treasury management; sales invoicing and credit control; research grant funding support; and the processing, reconciliation of, and reporting on, fundraising.
- Full corporate governance and compliance provision to the School and its subsidiary companies including managing and reporting on internal controls; financial accounting and reporting; insurance, tax, VAT and legal, Office for Students ("OfS") and Charity requirements; and management of external audit.
- Purchasing and procurement support to the School's budget holders to deliver Value for Money.

Job Purpose

The Associate Director, Finance is responsible for the day to day management of financial accounting reporting, tax and financial services for research grants and fundraising. This includes the following:

- Compliance including tax matters (UK/International corporate, sales tax / VAT and employment tax) and regulatory matters (including OfS). Ensuring the School is fully compliant and prepared for future changes such as Lease Accounting and Carbon Accounting.
- Provision of analysis and advice on technical accounting and tax matters.
- Balance sheet – working with the wider team to ensure full control over the balance sheet including adjustments and reconciliations.
- Financial aspects of research funding (including bids for grants) and fundraising. Ensuring that the correct accounting, and submissions and reports are completed accurately and on time.
- Production of accurate and timely financial reports and regulatory returns to a high quality including to outside stakeholders, such as annual accounts; reports and returns to OfS, other regulatory reports to OfS, Ministry of Education, Dubai.
- Day to day management of the year end audit, managing the external auditors.
- Internal audits relating to the Finance team – liaising with the internal auditors and ensuring that other members of the Finance team are fully prepared for the audit.
- Financial policies and procedures – kept up to date to provide robust internal control, efficient and effective processes for the business, and continuous improvement of processes and documentation and communication of these with the School.
- Central costs – monitoring, budgeting and forecasting income and costs in the Finance central cost centres.
- Investments – day to day management of the School's endowment investments (BlackRock and Prodigy) and preparation of reports to all stakeholders.
- Team – managing, motivating and developing the team.
- Overseeing the production of monthly reports and provision of financial services to other entities such as the LBS Students Association.
- Any other duties as assigned by the line manager including deputising for the line manager and attending senior forums as needed.

Key Areas of accountability and Key Performance Indicators (KPIs)

Key areas of accountability:

Strategy and Planning

- Contribute to the development of a vision/strategy for a department /division to enable the realisation of the London Business School vision strategy and the School's 5 year plan.
- Develop and lead the implementation of plans for an area/department to support the achievement of wider departmental/organisational goals.
- Lead the development of Key Performance Indicators to support the assessment of the quality and efficiency and timeliness of service delivery.

Partnering and Service Delivery

- Provide technical guidance and recommendations as a subject matter expert in order to support the resolution of the most complex issues from all stakeholders, and develop precedents to improve service delivery within own specialist area.
- Provide professional advice and guidance to senior management, sharing expertise and information to support effective decision-making.

Analysis and Reporting

- Analyse key themes from a wide range of data sources in order to identify issues and how different scenarios may impact upon London Business School and the delivery of its services and strategy.
- Produce high quality reports or oversee the production of high quality reports in own area of specialism, to be used by senior management in the decision-making process.

Compliance

- Lead the creation and review of policies and procedures for Finance and help embed them across the School.
- Quality-assure the drafting of key policy documents to ensure full compliance with internal/external rules, regulations and legislation governing the delivery of business services and/or business/academic education.

Collaboration and Relationship Management

- Develop and manage ongoing relationships with key stakeholders to identify and deliver solutions that benefit all parties across London Business School.
- Establish networks across organisational peer groups and outside of London Business School to gather and share information to ensure that professional services are delivered in line with industry best practice.
- Take the lead on and/or represent the area/department in cross-departmental initiatives to enable London Business School to better meet its strategic goals.

Project Management

- May manage projects in own area of specialism (e.g. external audit), or contribute to cross-School projects, providing subject matter expertise to help achieve projects objectives.
- Provide subject matter expertise to strategic, complex and/or high-impact projects to support their successful delivery.

Financial Management

- Contribute to the development of budgets for the department and ensure that resources are managed in line with financial targets
- Lead the control of relevant budgets to ensure well planned, value for money and cost control.

Process Improvement

- Use management information to recommend new/enhanced policies and approaches to support business improvement.
- Contribute to the development of new/enhanced policies, processes, solutions and systems, and lead on the implementation of improvements in a defined area of Business Services.

People Management

From School's People management accountabilities covering:

- Building, focusing, engaging and developing team.
- Understanding the School's policies and procedures and apply them thoughtfully and fairly.
- Taking ownership and management of issues and ensuring team members are aware of their rights and responsibilities, and are working effectively to meet their objectives.
- Managing oneself.

Change Management

- Champion change by role modelling the behaviours expected from all colleagues, develop and communicate plans to ensure change is successfully implemented within own division/ department.
- Partner with the business to identify opportunities for positive, service enhancing change, and develop strategies to ensure the change is successfully implemented and the benefits are realised.

KPIs:

- Well defined, clearly communicated and executed strategies and/or plans for area of work meeting required timescales and relevant funder and regulatory requirements.
- Trusted adviser relationships developed with key stakeholders, with excellent stakeholder feedback.
- Development of high-quality policies and processes and reports at the required level including Deputy CFO and CFO, Executive Committee, Audit and Risk Committee, Endowment Investment Committee and Finance Committee
- Smooth operation of reporting cycle in own area producing timely, highly accurate data which informs decision making.
- Contribution to cross-School initiatives.
- Projects delivered on time, on budget and to quality standards.
- Regulatory returns delivered on time and to required standard with appropriate supporting papers in place e.g VAT, OfS, annual report and accounts, TRAC return.
- Accurate budgets developed, no overspend and value for money demonstrated.
- Contribution to continuous improvement in School and financial operations

- High-quality work delivered on time by contractors and agencies
- Effective, engaged team in place, delivering high quality work
- Strong effective working relationships with Deputy CFO and senior finance leadership team.
- Modelling the School's behaviours

Knowledge/Qualifications/Skills/Experience required

- Fully qualified accountant with significant experience in a technical accounting role, in a medium to large entity
- Excellent communicating and influencing skills, with the ability to negotiate and collaborate.
- Strong stakeholder management skills, with experience liaising with external regulators and external auditors, and managing internal relationships at all levels.
- Demonstrable experience in building, managing, motivating and developing successful high performing teams.
- Demonstrable credibility and a network of contacts in an area of expertise.
- Subject matter expert in legislation, policies, tools or systems applicable to own area of specialism.
- Project or change management certification and experienced in leading and implementing complex business change solutions.
- Ability to scan the horizon, identify industry best practice and translate this into future planning and delivery for own area of specialism.
- Strong financial management skills, ability to produce high quality reports on time and demonstrate commercial acumen.
- Resilience and adaptability in dynamic environments, with a track record of navigating change successfully.
- Proven ability to organise complex tasks and prioritise effectively and efficiently resulting in high quality timely outputs.
- Consistently demonstrates strong attention to detail and quality assurance across complex tasks.

Staff	Up to 8
Budgets	-
Date Updated	October 2025