



## Interim Chief Financial Officer

### Candidate Information Pack

Feb 2026

# What we do

**Allia Ltd** believes business is a powerful tool for delivering social and environmental impact. For more than 25 years, Allia has supported start-ups, small businesses, charities and social enterprises to grow and flourish. We harness commercial best practice for social and environmental good, helping responsible businesses and not-for-profits to launch, achieve growth and drive tangible change.

The Allia Group does this through our 3 service areas:

## **Workspace: Allia Future Business Centres**

Provide affordable, flexible workspaces for innovative businesses driving positive social and environmental impact.

We create vibrant supportive business ecosystems in key economic growth cities across the UK, providing entrepreneurs and growing companies with the space, connections and training and learning opportunities to grow.

## **Business Support: Allia Impact**

We support entrepreneurs at every stage – from early ideas to scaling established organisations. Whether you're just starting out or looking to grow your business, we offer free programmes, mentoring, and access to expert advice to help you gain customers, build momentum, and create meaningful social and environmental impact. Everything we do is designed to help your business thrive and grow.

## **Financial Services: Allia C&C**

Providing regulated financial services including treasury & debt advice and arrangement to organisations that drive positive social and economic impact.

**For more information, please visit <https://allia.org.uk/>**





## Our vision

### Our vision for 2030

At Allia, we empower social ventures and mission-led businesses to tackle real-world challenges – from employment and housing to climate and community wellbeing. Our national Tipping Point Strategy sets out to reshape the UK economy by doubling the number of impact-focussed start-ups from 10% to 20% by 2030.

To achieve this, we're scaling a thriving ecosystem of innovation, entrepreneurship, and inclusion – and we're calling on visionary partners to help us get there.

### Our goals for 2030

- Expand to 25 locations across the UK.
- Launch 5,000 new social impact businesses each year and inspire 50,000 more.
- Transform the business landscape so social impact becomes the expectation not the exception.

## Our mission

The UK is facing major social and environmental challenges – from inequality and housing shortages to climate disruption and declining wellbeing.

Only 1 in 10 new businesses are focused on solving these problems – we believe that's not enough. Our mission is to double this number to 20% by 2030, making impact-led business the norm across the UK.

## Our culture

The impact we create starts with our people. We foster a culture that's inclusive, supportive, and genuinely collaborative. If you're looking for a place where people and culture truly matter, you'll feel right at home.



## Interim Chief Financial Officer

We are recruiting an Interim Chief Financial Officer to cover a period of maternity leave. This is an important moment for Allia, as the organisation continues to grow its reach and impact and long term financial sustainability. We are seeking an experienced senior finance leader who can quickly get up to grips with the breadth of our Group Structure and play a pivotal role in ensuring Allia remains financially robust, well-governed, and positioned for sustainable growth

Working closely with the Group CEO, Executive Team and Board, the successful candidate will bring authoritative financial oversight across reporting, controls, compliance, and strategic planning. With Allia in a stable financial position but operating in a dynamic environment, we are looking for someone who can confidently navigate complexity—overseeing group-wide accounting, cashflow and treasury management, statutory reporting, audit, and risk—while also supporting the development of new opportunities through high-quality modelling and scenario planning.

You will be a credible and collaborative leader, equally comfortable operating at strategic level and rolling up your sleeves to ensure timely, accurate financial processes. As the line manager for the Allia C & C Deputy CFO and wider finance team, you will play a crucial role in guiding, mentoring and developing colleagues, fostering strong performance, efficient systems, and a culture of continuous improvement.

A commitment to Allia's mission and social purpose is essential, alongside the resilience, judgement, and pragmatism required to thrive in a fast-paced, impact-driven organisation. This is an exciting opportunity to make a meaningful contribution to an organisation using business as a force for social and environmental good.



## Job description

<b>Job title:</b>	Interim Chief Financial Officer
<b>Salary:</b>	£90,000 per annum
<b>Contract type:</b>	1 yr fixed term contract (starting mid to late March). Full Time, 35 hours / 5 days per week
<b>Reporting to:</b>	Group CEO
<b>Location:</b>	Cambridge/hybrid (min 2-3 in person days required). See further information below.

### Key Responsibilities

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#### Financial Reporting

- Preparation of quarterly Allia board finance reports and supporting financials
- Review management accounts
- Lead on annual budget process, review subsidiary budgets and prepare Allia Group Budget
- Lead the annual audit working with the finance team to ensure that the audit is completed in a timely and efficient manner
- Review of corporation tax returns
- Review of group statutory accounts and group consolidation and support on preparation as required
- Review of subsidiary financial statements
- Keeping abreast of changes in financial regulations and legislation

#### Transactions and Controls

- Group accounting, including parent company transactions
- Group oversight of payroll and final approval of monthly payroll submission
- Group oversight of intra-group recharges
- Responsibility for the group's VAT accounting
- Treasury management across the group including monitoring of cashflows
- Review of balance sheet reconciliations

- Approval of payments as per the financial procedures manual
- Approval of journals as per the financial procedures manual
- Ensuring appropriate financial systems and controls are implemented and adhered to (as documented in the financial procedures manual)
- Maintain register of fraud risks and ensure mitigating measures are in place

### **Leading Finance Team**

- Line Management of Deputy CFO, Allia C & C and Allia FBC/Senior Assistant Management Accountant
- Hold monthly finance team meetings
- Oversight and development of the finance team

### **Supporting Decision Making and Strategic Planning**

- Work with the CEO and Business Heads to implement the organisational strategy
- Financial modelling and scenario planning for new opportunities and endeavours to inform decision making and planning
- Take a forward-thinking approach, considering the impact of decisions in both the short and long term
- Member of group senior management team
- Oversee delivery against budget and support the business heads to operate within agreed budgets

### **Other**

- Work with insurance brokers to ensure adequate insurance is in place
- Regularly review finance systems/processes to drive process improvement and technology utilisation
- Tasks/responsibilities as documented in the financial procedures manual
- Any other task that is deemed as appropriate and within the competence of the individual

## **Person specification**

- Qualified ACA or ACCA with several years' experience
- A highly organised and efficient approach to work
- Excellent communication skills, written and oral

- Willing to work flexibly to meet the demands of the business
- Diligent with strong attention to detail
- Good understanding of business as well as financial issues
- Knowledge of charity accounting

## Location further information

Allia offers a hybrid working arrangement. The finance team is based in Cambridge, and in person attendance is required 2–3 days per week, including every Tuesday, when the full finance team aims to work together onsite.

Office space is available throughout the week as needed. There will also be some travel to London, typically around once per month and occasionally Peterborough.

## Benefits further information

- Company pension scheme, private healthcare, life assurance
- Bike2Work Scheme
- Huge range of discounts, a Healthcare cash plan, wellness programme, and more
- Flexible working, Casual dress
- Previously awarded the best not for profit employer in the Eastern Region.
- Be a part of a community that drives innovation with a focus on addressing environmental and social challenges.
- 25 days annual leave plus bank holidays rising to 30 days after 5 years' service.



## Ready to apply?

**Eastside People** is supporting Allia Ltd in the recruitment for this role. Please [click here](#) to apply by submitting a CV and a cover letter **both in Word doc. format**.

Please use the cover letter (max 2 pages) as an opportunity to add to the information you have shared in your CV and ensure that you cover the following:

- Why are you interested in the interim Chief Financial Officer at Allia Ltd?
- What recent experience do you have which is relevant for the role?
- Your availability and any practical issues.

If you would like a call to discuss the role in more detail, please email Bernice at [bernice@eastsidepeople.org](mailto:bernice@eastsidepeople.org) to arrange a convenient time. Having a call of this kind will not influence the success or otherwise of your application.

We want you to have every opportunity to demonstrate your skills, ability and potential. Please contact us if you require any assistance or adjustment so that we can make the application process work for you.

The closing date for applications is **Wednesday 25 Feb**, with online shortlisting interviews with Eastside People taking place throughout the advertising period and the week after. Interviews with Allia Ltd will take place in the week commencing **9 March**.

Eastside People is fully committed to equality of opportunity and diversity. We work closely with our clients to recruit inclusively and address the underrepresentation of certain groups in leadership roles.



# Eastside People

**Eastside People**  
Canopi  
82 Tanner Street  
London  
SE1 3GN

**0203 821 6174**  
[eastsidepeople.org](http://eastsidepeople.org)

**Eastside People is the trading name for Eastside Consulting Ltd. Company number:  
4958922.**