



Finance Business Partner

Hybrid (two days per week onsite), Park End Street and Hayes House, Oxford and Egrove Park, Kennington
Grade 8: £48,235 - £57,255 per annum including the Oxford University Weighting of £1,500 per annum per annum
Permanent, full time (37.5 hours per week)
Saïd Business School, University of Oxford
Vacancy reference: 177325



The role

Reporting to the Head of Financial Planning & Analysis, and closely with the Director of Finance and Financial Controller, this role will be one of a team of Finance Business Partners who are responsible for ensuring that senior management benefits from sound advice and challenge in their areas of responsibility. It is envisaged that these postholders will in due course be given exposure to different areas of the business in support of their professional development.

This strategic finance role will be responsible for all budgeting, forecasting, planning and ongoing analysis of a defined area of the School's portfolio. The postholder will use financial analysis to improve the impact of financial reporting on business performance, delivering insight that links financial reports to business strategies. They will construct financial models to evaluate new organisational and business proposals, identifying associated opportunities and risks.

The postholder will require strong commercial acumen, including an ability to identify cost savings and/or efficiency improvements, helping to ensure we meet the stretching financial targets set for these areas of activity over the coming years. Excellent interpersonal skills will be needed to establish credibility and influence change amongst those you support, and ensure key messages are delivered clearly and succinctly. An ability to develop strong relationships with external stakeholders where appropriate will also be required.

Given the School's ambitious plans for growth, its support functions will need to be able to respond flexibly and positively to new ways of working. We are therefore looking for an individual with a proven can-do attitude, a willingness to adapt, and a commitment to supporting other areas of activity as the need arises.

Reporting Lines

The postholder will report to the Head of Financial Planning & Analysis. You will be expected to work closely with all members of the Finance team, and with academic and operational staff at all levels.

Responsibilities

- Work with Senior Management, including Programme Directors and Business Development Directors, to develop individual programme budgets and monitor actual performance against budgets and profit targets, recommending corrective action where appropriate;
- Provide proactive commercial and financial advice to senior management in evaluating potential new courses and in the negotiation of joint venture agreements, and in identifying ways in which the financial performance of existing courses could be improved;
- Ensure that financial plans are in place to assess the ongoing sustainability of the hubs of activity; ensuring that senior management receive early warning of risk areas;
- Maintain an understanding of the University's resource allocation methodologies as they affect the School, ensuring monies receivable and payable are correctly reflected in the reporting;
- Understand the key drivers behind the School's monthly financial performance and prepare a commentary on the monthly Management Accounts, particularly focussing on key variances, emerging trends and factors of strategic interest;
- Prepare the budgets and forecasts for the relevant activities, ensuring that budget holders are given effective support and challenge to help them understand, engage and own their numbers, and that divisional and University deadlines and requirements are met;
- Support the Head of FPA to contribute to the development of the School's longer terms strategic planning process year plan, providing medium term financial projections for the relevant activities; investigate, analyse and



challenge the information used to formulate the plan, drawing on professional expertise and exercising influence to moderate and refine the detail, and to identify areas of risk and opportunity;

- Play a lead role in the continuous improvement of the wider Finance team's processes as well as propagating best financial management practice across supported departments of the School
- Other duties commensurate with the nature and grade of the role, including ad hoc projects.

Selection criteria

Essential selection criteria

- Recognised accounting qualification from a chartered professional body, or progression towards qualification combined with substantial experience in finance business partnering;
- Proven experience in a management accounting or business partnering role including working directly with budget holders in financial planning, reporting and analysis;
- Experience in a commercial sales and service operation with demonstrable examples of introducing new processes to improve data accuracy and analysis;
- Advanced IT skills. To include a proven track record of working with different accounting systems, and of identifying new ways of maximising the use of systems' functionality to drive improvements to efficiency and data quality, as well as excellent Excel skills.
- Experience of project accounting processes and controls;
- Track record of producing clear, accurate process documentation, ensuring risks to business continuity or arising from a lack of consistency are actively controlled;
- Ability to produce accurate and detailed information whilst maintaining an awareness of the bigger picture;
- Commitment to customer service, with an understanding of the need to meet customers' expectations whilst ensuring that financial controls and procedures are not compromised;
- Ability to establish and develop good working relationships with staff working at all levels within the School and the University and obtain the confidence of those staff in a professional capability;
- Ability to build effective networks with key partners, both within and outside the School. In particular, the role will interact extensively with colleagues in central, shared Finance and IT functions. The post holder will need to use influencing and negotiating skills to deliver systems or process change that enhance the efficiency and effectiveness of the School's reporting and wider financial management. At times, the post holder may be called on to represent the School in working or project groups initiated by these shared services;
- High levels of personal effectiveness, particularly co-ordination, organisation, and the ability to focus on achieving deadlines, ensuring that timetables/project plans can be met. Have a flexible, organised and committed approach to work and the ability to manage competing priorities from multiple customers;
- Communication skills – in particular the ability to communicate complex financial information or concepts to stakeholders at all levels of financial competence, both verbally and through written reports, charts etc;



- A team player willing to play a full part in all the responsibilities of a busy Finance team in a dynamic, growing environment.

Pre-employment screening

Standard checks

If you are offered the post, the offer will be subject to standard pre-employment checks. You will be asked to provide: proof of your right-to-work in the UK; proof of your identity; and (if we haven't done so already) we will contact the referees you have nominated. You will also be asked to complete a health declaration so that you can tell us about any health conditions or disabilities for which you may need us to make appropriate adjustments.

Please read the candidate notes on the University's pre-employment screening procedures at <https://www.jobs.ox.ac.uk/pre-employment-checks>.



About the University of Oxford

Welcome to the University of Oxford. We aim to lead the world in research and education for the benefit of society both in the UK and globally. Oxford's researchers engage with academic, commercial and cultural partners across the world to stimulate high-quality research and enable innovation through a broad range of social, policy and economic impacts.

We believe our strengths lie both in empowering individuals and teams to address fundamental questions of global significance, while providing all our staff with a welcoming and inclusive workplace that enables everyone to develop and do their best work. Recognising that diversity is our strength, vital for innovation and creativity, we aspire to build a truly diverse community which values and respects every individual's unique contribution.

While we have long traditions of scholarship, we are also forward-looking, creative and cutting-edge. Oxford is one of Europe's most entrepreneurial universities and we rank first in the UK for university spin-outs, and in recent years we have spun out 15-20 new companies every year. We are also recognised as leaders in support for social enterprise.

Join us and you will find a unique, democratic and international community, a great range of staff benefits and access to a vibrant array of cultural activities in the beautiful city of Oxford. For more information, please visit www.ox.ac.uk/about/organisation.

Saïd Business School

Saïd Business School blends the best of new and old. We are a vibrant and innovative business school, but yet deeply embedded in an 800 year old world-class university. We create programmes and ideas that have global impact. We educate people for successful business careers, and as a community seek to tackle world-scale problems.

We deliver cutting-edge programmes, including the highly regarded MBA, Executive MBA, a number of specialist MScs, a portfolio of custom

and open programmes and accredited diplomas for executives, and we undertake ground-breaking research that transform individuals, organisations, business practice and society. We are an international and outward looking School with our programme participants coming from more than 50 countries.

We seek to be a world-class business school community, embedded in a world-class University, tackling world-scale problems.

Sustainability

Saïd Business School is committed to the highest standards of environmental sustainability, preserving the planet for future generations and acting in a socially sustainable manner. As an employee you are expected to uphold these commitments in accordance with our Environmental Policy. You can learn more about our organisation's sustainability efforts at:

<https://www.sbs.ox.ac.uk/about-us/school/sustainability>.

Diversity and Inclusion

Oxford Saïd is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all its staff and students are respected. We recognise that the broad range of experiences that a diverse staff and student body brings strengthens our research and enhances our teaching, and that in order for Oxford to remain a world-leading institution we must continue to provide a diverse, inclusive, fair and open environment that allows everyone to grow and flourish.

Oxford Saïd holds a bronze Athena Swan award to recognise advancement of gender equality: representation, progression and success for all.



Our Values

To better understand our Values, what behaviours demonstrate them and how they are involved in your everyday work we have created the below descriptors.

Transformational

We challenge constructively, provoke thought, and influence and inspire others to develop.

Respectful

We are caring, supportive, appreciative, embrace difference and value each other's opinions.

Entrepreneurial

We embrace and encourage change and innovation. We are creative, flexible and brave.

Collaborative

We are stronger together. We are inclusive, approachable, listen to others and value good communication.

Purposeful

We are a community who believe in sustainable growth, and are responsible, principled and transparent.

Excellence

We are professional, focused and aligned, and have a responsibility to do the very best we can.

Wellbeing

Saïd Business School acknowledge the importance of wellbeing, in enabling people to thrive at work and ensure a work-life balance. It provides a number of initiatives to help support wellbeing and would encourage you to participate. At an individual level, wellbeing means recognising what helps us remain resilient and taking appropriate steps. If we experience difficulties, doing our best to rectify them and making our line manager aware of aspects that they could support us with.

Further information about Saïd Business School is available at www.sbs.oxford.edu.

Social Sciences

Oxford Saïd is a department within the Social Sciences Division, one of four academic Divisions in the University, each with considerable devolved budgetary and financial authority; and responsibility for providing a broad strategic focus across its constituent disciplines.

The Social Sciences Division represents the largest grouping of social sciences in the UK: home to a number of outstanding departments and to the internationally ranked Law Faculty; all are committed to research to develop a greater understanding of all aspects of society, from the impact of political, legal and economic systems on social and economic welfare to human rights and security. That research is disseminated through innovative graduate programmes and enhances undergraduate courses. For more information please visit <https://www.socsci.ox.ac.uk>.



How to apply

Applications are made through our e-recruitment system and you will find all the information you need about how to apply on our Jobs website <https://www.jobs.ox.ac.uk/how-to-apply>.

Your application will be judged solely on the basis of how you demonstrate that you meet the selection criteria stated in the job description.

As part of your application you will be asked to provide details of two referees and indicate whether we can contact them now.

You will be asked to upload a CV and a supporting statement. The supporting statement must explain how you meet each of the selection criteria for the post using examples of your skills and experience. This may include experience gained in employment, education or during career breaks (such as time out to care for dependants).

Please upload all documents **as PDF files** with your name and the document type in the filename.

All applications must be received by **midday** UK time on the closing date stated in the online advertisement.

If you currently work for the University please note that:

- As part of the referencing process, we will contact your current department to confirm basic employment details including reason for leaving.
- Although employees may hold multiple part-time posts, they may not hold more than the equivalent of a full time post. If you are offered this post, and accepting it would take you over the equivalent of full-time hours, you will be expected to resign from, or reduce hours in, your other posts(s) before starting work in the new post.

If you need help

Application FAQs, including technical troubleshooting advice is available at <https://staff.web.ox.ac.uk/recruitment-support-faqs>.

Non-technical questions about this job should be addressed to HR.Recruitment@sbs.ox.ac.uk.

To return to the online application at any stage, please go to www.recruit.ox.ac.uk.

Please note that you will receive an automated email from our e-recruitment system to confirm receipt of your application. **Please check your spam/junk mail** if you do not receive this email.



Important information for candidates

Data Privacy

Please note that any personal data submitted to the University as part of the job application process will be processed in accordance with the GDPR and related UK data protection legislation. For further information, please see the University's Privacy Notice for Job Applicants at <https://compliance.admin.ox.ac.uk/job-applicant-privacy-policy>.

The University's Policy on Data Protection is available at <https://compliance.admin.ox.ac.uk/data-protection-policy>.

The University's policy on retirement

The University operates an Employer Justified Retirement Age (EJRA) for very senior research posts at **grade RSIV/D35 and clinical equivalents E62 and E82** of 30 September before the 70th birthday. The justification for this is explained at <https://hr.admin.ox.ac.uk/the-ejra>.

For **existing** employees, any employment beyond the retirement age is subject to approval through the procedures <https://hr.admin.ox.ac.uk/the-ejra>.

There is no normal or fixed age at which staff in posts at other grades have to retire. Staff at these grades may elect to retire in accordance with the rules of the applicable pension scheme, as may be amended from time to time.

Equality of opportunity

Entry into employment with the University and progression within employment will be determined only by personal merit and the application of criteria which are related to the duties of each particular post and the relevant salary structure. In all cases, ability to perform the job will be the primary consideration. No applicant or member of staff shall be discriminated against because of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex or sexual orientation.



Oxford Saïd Exclusive Benefits

Wellbeing initiatives

Oxford Saïd runs an annual Wellbeing Day for all staff. In addition to this, there is yoga, healthy food deliveries, health MOTs and a range of other ad hoc programmes. Our excellent catering facilities provide a high standard of food, including healthy eating and vegetarian options at a subsidised cost.

Staff Summer and Christmas parties

Oxford Saïd like to reward all of their staff for their great work and their Christmas and Summer parties are our way of saying thank you. The Christmas party is for all staff and the summer party is for staff and their immediate family members, because we know how important family is to all of us.

Employee Assistance provider

Health Assured is an employee assistance and wellbeing consultancy that works in partnership with the Business School to provide staff and their immediate family with a free 24-hour per day helpline providing confidential information and counselling services on personal issues.

University of Oxford Benefits

Annual leave

38 days (inc. public holidays). Long service additional annual leave – up to 5 days per annum, pro rata for part time employees. Previous service within higher education sector can be recognised. An additional scheme enables staff to request to purchase up to 10 additional days in each holiday year.

Salary and salary sacrifice schemes

The University salary and grading structure allows for annual incremental progression until a scale-bar point is reached. This incremental progression is automatic. Additionally, there are salary sacrifice schemes for bicycles and electric cars. See <https://hr.admin.ox.ac.uk/staff-benefits>.

Pension

If you are on an academic or academic related pay scale (grade 6 or above), you are automatically a member of USS. Employer contribution is 14.5% and Employee contribution is 6.1%.

If you are on a pay scale other than academic or academic related (grade 1-5) you are automatically a member of OSPS. Employee contribution can be between 4%- 8% and Employer contribution 10%-14%.

University discounts

All University staff can purchase a TOTUM discount card for £14.99 for 12 months (£24.99 for 2 years, £34.99 for 3 years) which gives access to numerous exclusive offers and discounts from many popular retailers. There are a wide range of other discounts from external companies available using a university card.

University Club

Membership of the University Club is free for all University staff. The University Club offers social, sporting and hospitality facilities. Staff can also use the University Sports Centre on Iffley Road at discounted rates, including a fitness centre, powerlifting room and swimming pool. See www.club.ox.ac.uk and <https://www.sport.ox.ac.uk/>.

Access to Oxford buildings

Free access to a number of Oxford colleges, Botanic Gardens, Harcourt Arboretum, Wytham Woods and discount at numerous restaurants/shops.





Saïd Business School
University of Oxford
Park End Street
Oxford, OX1 1HP
United Kingdom
www.sbs.oxford.edu

All information is correct at the time of going to press.

Please check our website for the most up-to-date information.

Saïd Business School, University of Oxford