

Personal Specification

Finance Transformation & IT Manager

Council Core Competencies

These Council Core Competencies apply to all positions:

- Being Customer/Client Focused
- Working Effectively with Others
- Managing Change
- Taking Ownership and Responsibility
- Communicating Effectively
- Planning and Decision Making

These Council Core Competencies apply to positions with responsibility for managing people or resources:

- Leading Others
- Managing Performance and Developing others
- Political Sensitivity

Essential	Desirable
Knowledge, Skills and Understanding	
Strong knowledge of finance systems, processes and data within a large, complex organisation	Knowledge of ERP platforms (e.g. Oracle Fusion) and cloud-based finance systems
Strong understanding of digital transformation, automation and systems integration	Awareness of emerging technologies such as AI and machine learning in finance
Ability to design and deliver technology-enabled finance solutions that support business objectives	Knowledge of best practice in finance transformation and digital operating models
Understanding of data governance, data quality and system controls	Understanding of public sector digital and IT governance frameworks
Ability to apply analytical and systems thinking to complex organisational problems	
Strong understanding of the relationship between finance, procurement and corporate IT systems	

Qualifications and Training	
Degree or equivalent experience in a relevant discipline (e.g. finance, IT, data, or related field)	Relevant professional qualification (e.g. accountancy, IT, project or change management)
Professionally qualified accountant (e.g. CIPFA, ACCA, ICAS or equivalent). Where an individual does not possess such a qualification, comparable and relevant experience and demonstrated competence may be considered in lieu	Evidence of continuing professional development in digital, systems or transformation
Job Specific Requirements	
Deep knowledge of enterprise financial systems and digital solutions (particularly Oracle), as well as exposure to related tools such as enterprise performance management, business intelligence and reporting platforms	Experience of ERP implementation or major systems transformation
Ability to lead finance transformation programmes, including systems, process and operating model change	Experience of working within local government or public sector
Ability to work collaboratively with corporate IT, digital and service teams to deliver integrated solutions	Experience of implementing automation tools such as RPA
Ability to drive automation and reduce manual processes across finance and procurement	
Strong leadership skills, with the ability to manage multidisciplinary teams and external suppliers	
Ability to translate business needs into technical requirements and solutions	
Excellent communication skills, including the ability to explain complex technical concepts to non-technical stakeholders	
Ability to drive continuous improvement and innovation in systems and processes	

Strong stakeholder management and influencing skills at senior levels	
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