

Recruitment of Assistant Director – Strategic Finance



Andrew Tromans
Penna plc | January 2026



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Welcome to City of London



Dear Applicant,

Thank you for your interest in the role of Assistant Director – Strategic Finance at the City of London Corporation.

This is a significant and genuinely exciting opportunity to join one of the most distinctive and influential public-sector organisations in the country, at a pivotal point for our finance function and for the City Corporation more broadly.

As Financial Services Director, I am seeking to appoint a senior finance leader who will play a central role in strengthening our corporate financial management, underpinning financial resilience, and helping to shape the future direction of the organisation. This is a substantive leadership role, operating

at Assistant Director level, with real responsibility, influence and visibility across the organisation.

About the Role and Why It Matters

The City of London Corporation operates in a uniquely complex environment, with a diverse portfolio of activities, multiple funding streams and funds, and an extensive capital programme. You will sit at the heart of this complexity, providing strategic financial leadership, strong corporate grip and high-quality advice to Members, Chief Officers and senior colleagues.

This appointment comes at a time of change and opportunity, not just within Finance but across the Corporation. We are implementing a major ERP system,

refreshing aspects of our financial management framework, and responding to increasing financial pressures while continuing to support the City's ambitions. You'll therefore be tasked with helping ensure that our finance function operates with clarity, consistency and confidence – providing stability through change while also helping to lay the foundations for longer-term improvement.

What You Will Be Responsible For

Working closely with me, the Chamberlain and the wider senior leadership team, you will:

- Lead and direct the corporate accounting function, ensuring robust

financial control, high-quality financial reporting and compliance with statutory and professional standards

- Oversee the preparation and monitoring of the City Corporation’s revenue and capital budgets, medium-and-longer-term financial planning and savings programme, whole life costing and major project financing
- Act as a trusted deputy and senior sounding board, advising on complex strategic, business and commercial matters
- Provide visible leadership to senior finance professionals, supporting capability, performance and professional development
- Play a key role in major change activity, including ERP implementation and process improvement, while ensuring that business-as-usual financial management remains strong and resilient

Who We Are Looking For

We are seeking a highly credible, fully qualified finance professional with relevant experience in local government or a similarly complex public-sector environment. You will bring a strong grounding in corporate financial management, governance and financial reporting, alongside the confidence and judgement to advise Members and senior officers on the most complex financial issues.

Equally important is your leadership style. You’ll need to be calm under pressure, organised, and comfortable operating in a fast-paced and high-profile environment. You will enjoy leading and developing senior teams, bringing clarity, structure and follow-through, and creating the conditions for others to operate at their best.

What You Will Gain

In return, this role offers the opportunity to:

- Operate at senior leadership level within a unique and influential organisation

- Tackle complex, high-impact financial challenges that genuinely matter
- Develop your profile and experience in a role that provides excellent preparation for future Finance Director or S151-level positions
- Work alongside committed, engaged senior colleagues who value professionalism, openness and constructive challenge

This is a demanding role, but also an immensely rewarding one for the right individual.

Thank you for taking the time to consider this opportunity. I hope you find the role as compelling as we do and I look forward to learning more about you through the recruitment process.



Sonia Virdee
City of London

The Opportunity

Assistant Director – Strategic Finance

Salary up to £100,410 plus a discretionary Market Forces Supplement of up to £16,115

City of London Corporation



CIPFA Penna is supporting a high-profile public-sector organisation to appoint an Assistant Director – Strategic Finance, a pivotal senior leadership role within a large and influential finance function.

This is an outstanding opportunity for a highly credible public finance professional to provide strategic financial leadership, strong corporate grip and high-quality advice to Members and senior officers in a complex, fast-paced environment.

Working closely with the senior leadership team, you will lead the corporate accounting function and

oversee revenue and capital budgeting, medium-and-longer-term financial planning and savings programme, whole life costing and major project financing. You will act as a trusted deputy on complex strategic, business and commercial matters and play a key role in major change activity, including ERP implementation and process improvement, while ensuring business-as-usual financial management remains robust and resilient.

We are seeking a fully qualified CCAB (or CIMA) accountant with relevant experience in local government or a similarly complex public-sector environment.

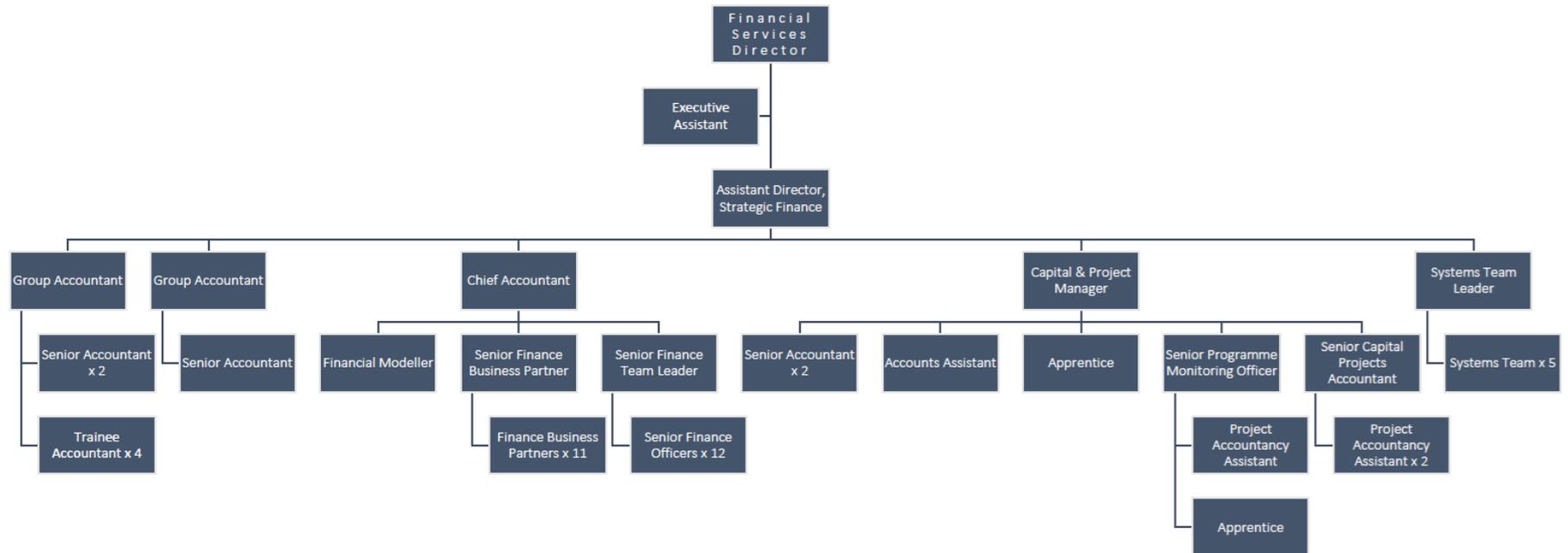
You will bring expertise in corporate financial management, governance and financial reporting, alongside the leadership capability to develop teams and operate with confidence under pressure.

In return, this role offers senior-level exposure, genuine influence and excellent preparation for future Finance Director or S151-level roles.

For a confidential discussion and further details, please contact Andrew Tromans at CIPFA Penna.

Organisational Chart

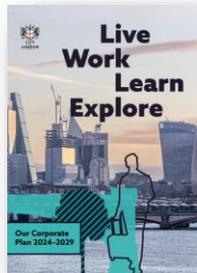
Corporate Finance



Further Reading



[About City of London Corporation](#)



[Corporate Plan](#)



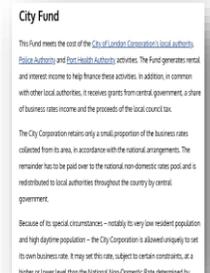
[People Strategy](#)



[Finance Committee Reports](#)



[Annual Accounts](#)



[Funds](#)



Job Description

Assistant Director – Strategic Finance

Salary up to £100,410 plus a discretionary Market Forces Supplement of up to £16,115

City of London Corporation

Purpose of Post

- To deputise and make decisions on behalf of the Financial Services Director in their absence or at their direction, in particular, to advise service facing finance units and City of London departments, assessing the impact or potential implications of business initiatives, plans and strategies in line with the overall financial planning of the City Corporation.
- To provide strategic financial advice and guidance to Members, Chief Officers and other senior officers on business and commercial strategies.
- To direct and lead the corporate accounting function.

- To direct and oversee the compilation of the City Corporation’s annual revenue and capital budgets.
- To lead the production of financial statements for the City’s funds on an annual basis.
- To provide dynamic financial modelling on the medium-term financial plan, major project financing and capital programme.
- To lead on ad hoc pieces of key strategic work/research and projects on behalf of the Financial Services Director.
- To ensure financial systems meet the needs of the City Corporation’s accounting function and all statutory responsibilities.

Main Duties & Responsibilities

1. To lead from a corporate accounting perspective and otherwise as required by the Chamberlain and Financial Services Director on providing strategic financial advice to Members and Officers on new initiatives, ongoing activities, new capital schemes and projects, attending and advising Committee as required.
2. To lead on and oversee the dynamic production throughout the year of the City Corporation’s medium-term financial plan, major project financing and impact of changes in the capital programme in liaison with the Chamberlain and Financial Services Director.

Job Description

3. To deputise and make decisions on behalf of the Financial Services Director in their absence or at their direction as required.
4. To lead on ad hoc projects or key strategic work/research on matters in respect of the financial management of the City Corporation
5. To lead on, from a corporate accounting perspective and as required by the Chamberlain or Financial Services Director, the provision of strategic advice on corporate workstreams and strategic and corporate financial planning, including:
 - finance lead on the zero-based budget review; and
 - lead the ERP system replacement and process/systems improvement.
6. To direct the preparation and monitoring of revenue estimates, capital budgets, capital expenditures and Prudential Indicators and undertake all capital financing and accounting.
7. To oversee the preparation and monitoring of overall budgets for the City Fund and City's Cash and the charitable Sundry Trusts.
8. To ensure that the various accounts of the City Corporation and associated bodies accord with accounting standards and professional best practice, and direct and sign off final accounts for audit and publication.
9. To liaise directly with external auditors on any strategic and corporate financial matters for which the postholder is responsible.
10. To ensure the good quality, effective and timely reporting of financial management information and advice.
11. To ensure that corporate financial systems are fit for purpose and provide all financial management and accounting information in accordance with corporate requirements and statutory obligations.
12. To manage the completion of returns to Government Departments and other authorities as required by statute and practice and lead on liaison with these and other key external stakeholders as necessary.
13. Comply with the City of London Financial Regulations and properly monitor and report budget outturn positions on a regular basis as required, for both the unit and also for Chamberlain's department, alerting Budget Holders of any significant budget variance promptly to ensure appropriate corrective action is taken.
14. Actively seek to implement the City of London's Occupational Health and Safety Policy in relation to the duties of the post.
15. Actively seek to implement the City of London's Equal Opportunity Policy and the objective to promote equality of opportunity in relation to the duties of the post.
16. To undertake any other duties that may reasonably be requested appropriate to the grade.

Person Specification

Please find below the qualifications, experience and technical skills required to undertake this post. Each criterion will be assessed at application (A), interview (I) or test (T) as indicated below.

Professional Qualifications / Relevant Education & Training

- Fully qualified CCAB (or CIMA) Accountant with extensive post qualification experience at a senior level in a complex public sector environment (A).
- Demonstrable commitment to Continued Professional Development (A).

Experience Required, including Budget Holding Experience (if appropriate)

- Substantial experience in a senior role in a public sector environment, including compiling/setting corporate budgets, producing financial statements for a complex entity and providing strategic financial advice to the organisation for ongoing activities and new capital schemes and projects (A, I).

- A successful track record of giving good advice to elected members and senior officers on very complex corporate and strategic financial matters; and the ability to facilitate open and honest relationships between members, senior officers, and staff (A, I).
- Evidence of championing successful change management within a complex and demanding environment, delivering successful outcomes and significant operational and service improvements (A, I).
- Demonstrable success in managing and motivating teams to achieve significant sustainable service improvements and outstanding results (A, I).
- Evidence of successful operational resource management at a senior level, including evaluating competing priorities within tight financial constraints (A, I).
- Significant experience working in a high-pressure environment and managing multiple financial projects to tight deadlines (A, I).

Technical Skills & Knowledge

- In-depth expertise in corporate financial management within the public sector, including budget setting and monitoring, the production of corporate financial statements, estimates and final accounts for audit and publication in accordance with accounting standards, best practice and legislative and corporate requirements (A, T).
- In-depth understanding of the legal, financial, and political workings of local government and best practice on the current challenges faced in the sector and an excellent understanding of the wider work of the City Corporation and the environment in which it operates (A, I).
- Ability to lead on the provision of sound financial advice on any strategic, business, or commercial plans in a complex financial and business environment (A, I).
- Ability to plan and direct projects to meet strategic business needs and corporate financial objectives (A, I).

Person Specification

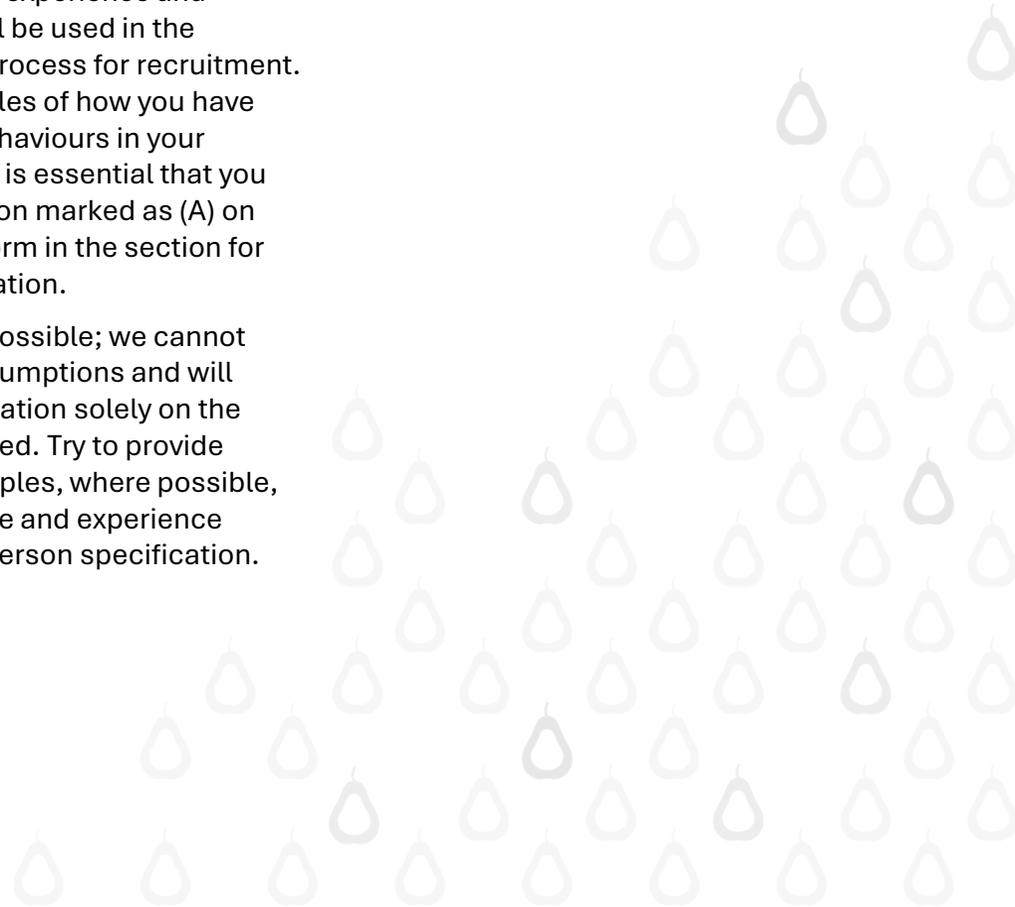
- Strong oral communication skills with a track record of building productive working relationships with key internal and external stakeholders on strategic and corporate financial matters, including government and statutory bodies (I, T).
- Strong written communication skills with the ability to write high quality reports, research and analysis and correspondence on very complex corporate and strategic financial matters (I).

Other Relevant Information

- Willingness to work flexibly and sometimes out of regular office hours may be required.
- An awareness and empathy with new business models for delivering public services.
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Recruitment – Note to Applicants

- The qualifications, experience and technical skills will be used in the decision-making process for recruitment. Please give examples of how you have exhibited these behaviours in your previous role(s). It is essential that you address the criterion marked as (A) on your application form in the section for supporting information.
- Be as specific as possible; we cannot guess or make assumptions and will assess your application solely on the information provided. Try to provide evidence, by examples, where possible, of skills, knowledge and experience contained in this person specification.



Next Steps & How to Apply

This guidance contains important information to help with your application:

Please apply by submitting a CV and Supporting Statement (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.

Please ensure your full employment history is outlined in your CV; where there are essential criteria, competencies and/or qualifications please make clear how you meet these. We may wish to verify this information during the recruitment process.

Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.

Please share with us in your Supporting Statement the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.

Please complete the Equal Opportunities Monitoring Form when you upload your details via our website.

Please upload your application by the closing date – no applications will be accepted once the long listing process has begun.

Following long-listing, you will be contacted directly by a Penna consultant to update you on the status of your application.

Asking for adjustments: we're committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to consider doing anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us.

To apply for this role, please visit the following link to upload your CV and Cover Letter: <https://penna.com/jobs>

Key Dates

Applications deadline	Sunday 15 March 2026
Technical Interviews	18-20 March 2026 (Teams)
Final Interviews	Thursday 26 March 2026 (In Person)

For questions or a confidential discussion, please contact:



Andrew Tromans
on 07805 226301 or
andrew.tromans@penna.com

Penna Executive Search

At Penna, we connect exceptional professionals with leadership opportunities that make a real difference.

Working with integrity and diligence - and with a non-negotiable commitment to inclusion - we ensure that clients access the strongest talent and that candidates are supported to showcase the unique value they bring.

Whether you're ready for the next step in your career or building a successful leadership team, our specialist consultants help turn ambition into reality.

We don't simply fill roles – we empower leaders to fulfil their potential and shape organisations that deliver sustainable improved outcomes.

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**Any questions?
Please don't hesitate to contact us**



Andrew Tromans
07805 226301 / andrew.tromans@penna.com