

# Recruitment of Director of Finance (Section 151 Officer)



Andrew Tromans  
Penna plc | January 2026



**Bromsgrove**  
District Council



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# Welcome

## Dear Applicant,

Thank you for your interest in the role of Director of Finance and Section 151 Officer for Bromsgrove District Council and Redditch Borough Council.

This is a pivotal and genuinely exciting opportunity to join two ambitious councils at an important moment in their development – a role that combines professional challenge, organisational influence and the opportunity to make a real difference for our communities.

Bromsgrove and Redditch are sovereign councils with distinct identities, strong political leadership and a shared commitment to delivering high-quality, value-for-money services for our residents and businesses. We work closely together, sharing services and expertise where it makes sense, while retaining a clear focus on local priorities and place-based leadership.

As Director of Finance and Section 151 Officer, you will sit at the heart of both organisations. You will be a key member of our Strategic and Corporate Leadership Teams, a trusted adviser to elected Members, and a central figure in shaping how we deploy our resources to deliver our ambitions.

This appointment comes at a time of challenge – but also significant opportunity. Like many councils, we are operating in a demanding financial environment. In recent years, the implementation of a new ERP system has placed additional pressure on our finance teams, requiring resilience, ingenuity and commitment to maintain business-as-usual alongside improvement activity. We are now taking decisive steps to stabilise, strengthen and modernise our finance function, including the appointment of an experienced interim Section 151 Officer to

support the initial phase of remediation and improvement.

What we are now seeking is a permanent Director of Finance who can build on that platform and lead the next phase: strengthening capacity and capability, embedding a positive and high-performing culture, and ensuring that our financial reporting, controls and advice are robust, timely and trusted. This is a hands-on leadership role, requiring both strategic vision and operational grip – someone who can inspire confidence, bring clarity through complexity, and lead teams through change with pace and purpose.

Looking ahead, there is also a wider system context to consider. Local Government Reorganisation is a real prospect in Worcestershire, with the potential creation of new unitary authorities in the coming years.

# Welcome

As Section 151 Officer for two of the three councils that could form part of a future North Worcestershire authority, this role offers a rare opportunity to help shape the financial foundations, governance arrangements and organisational design of any future structure – and to be well-positioned for senior leadership opportunities that may emerge as a result – either in Worcestershire or beyond.

Above all, we are looking for a finance leader who believes in the purpose of local government, who is motivated by public service, and who wants to leave things better than they found them. In return, we offer a role with genuine scope, visibility and influence, working alongside committed Members and colleagues who value professionalism, openness and constructive challenge.

If you are excited by the prospect of leading improvement, shaping the future, and making a tangible impact across two councils and their communities, I would be delighted to hear from you.

Thank you for taking the time to consider this opportunity. I look forward to learning more about you through the recruitment process.

Yours Sincerely,



**John Leach**  
Chief Executive  
Bromsgrove District Council & Redditch  
Borough Council



# The Opportunity

**Director of Finance (S151)**

**Salary £Competitive**

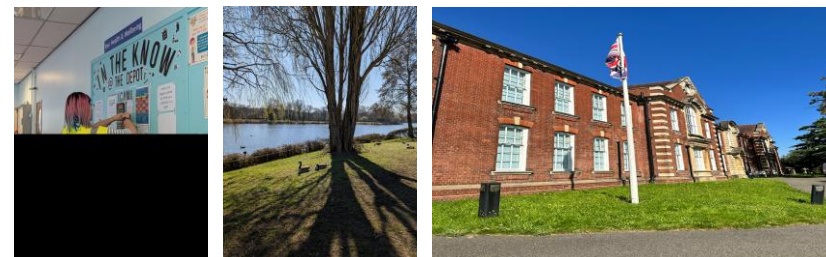
**Bromsgrove District Council & Redditch Borough Council**

Bromsgrove District Council and Redditch Borough Council are seeking to appoint a Director of Finance and Section 151 Officer to provide strategic and operational financial leadership across both organisations.

This is a senior leadership role at the heart of two sovereign councils with shared services, strong political leadership and a clear focus on value for money and high-quality services. The postholder will be a key member of the Strategic and Corporate Leadership Teams, acting as a trusted adviser to Members and senior officers, and ensuring robust financial stewardship, governance and reporting.

The councils are entering an important phase of improvement and stabilisation within the finance function. Building on work underway, the Director of Finance will strengthen capacity and capability, embed a positive and high-performing culture, and ensure that finance provides timely, accurate and trusted advice to support decision-making.

With Local Government Reorganisation a live consideration in Worcestershire, the role also offers system-wide exposure and the opportunity to help shape future financial and governance arrangements.

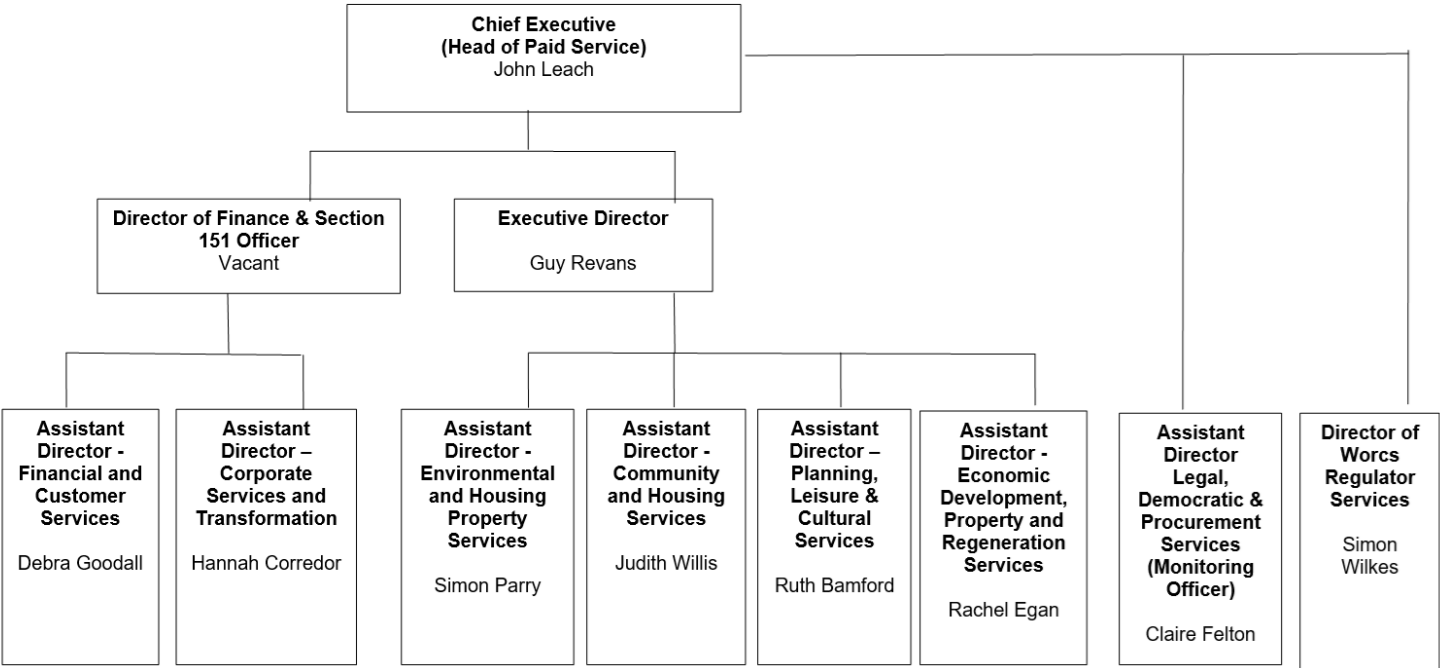


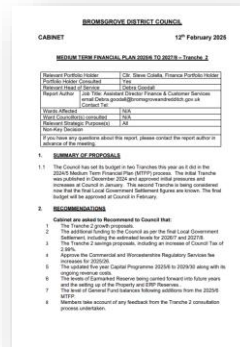
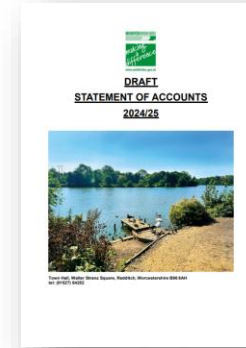
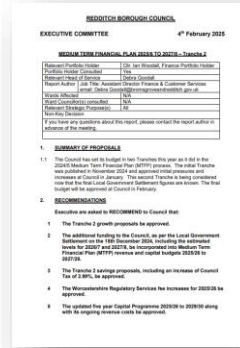
We are seeking a fully qualified finance professional (CIPFA, CIMA, ACCA or equivalent) with experience as a Section 151 Officer or Deputy Section 151 Officer, strong political awareness, and the credibility to lead through change. Applications are welcomed from experienced S151s and deputies ready to step up.

**For further information or a confidential discussion, please contact Andy Tromans at [andrew.tromans@penna.com](mailto:andrew.tromans@penna.com) or on 07805 226301.**

**Applications Close: 22 February, 2026**

# Organisational Chart





## Bromsgrove draft statement of accounts 2024/25

# Job Description & Person Specification

**Role: Director of Finance (S151)**

**Reports to: Chief Executive**

## **Strategic Purpose of the Role:**

- To work with the Chief Executive and Executive Director to ensure that the priorities of each Council are met and that all residents receive services which meet their needs and are value for money.
- To act as the Section 151 Officer for both councils in the provision of a comprehensive and quality financial service and ensure that the Council fulfils its statutory responsibilities relating to its financial affairs including the development of the Budget, Medium-Term Financial Strategy the production of the annual Statement of Accounts.
- To lead for the annual audit of accounts and the engagement with the Council's External Auditors.
- To provide effective strategic direction

and development for the services within the remit of the post, to ensure the enabling services provide a professional and effective business partner role and deliver changes to culture and practice that further improve service delivery and outcomes for customers.

- To work as part of the Strategic Leadership (SLT) and Corporate Leadership (CLT) Teams to provide strategic direction to both councils and ensure that resources are deployed to agreed priorities.

## **Main Duties of the Role**

- To be responsible for the leading the annual budget setting and MTFS process, preparation of the annual statutory financial statements and manage the annual closure of accounts, ensuring that statutory deadlines are met and that accounts are accurate and of good

quality.

- To lead service improvement initiatives and programmes.
- To develop and maintain the Council's financial and investment affairs, ensuring there is a financial and investment strategy for the Council
- To support Councillors in achieving a thorough understanding of the Council's finances to undertake decision making on a fully informed basis.
- To provide an excellent financial service to SLT, CLT and managers across the Council.
- To ensure that financial services objectives and key performance indicators and controls are monitored, reported and achieved and that these reflect the priorities of the two councils.

# Job Description & Person Specification

- To manage motivate and develop the Assistant Director and their teams, ensuring that the employees of each Council are aware of the aims and objectives of their Council, the standards of behaviour and performance expected of them and the achievements of the separate organisations.

## General Duties

- To manage and maintain a coherent framework of performance management which ensures that staff within the financial services team can perform to the best of their abilities to achieve service priorities.
- To develop and maintain constructive relationships between each Council and other local authorities, central government, the business and industrial

sector and principal community and voluntary organisations.

- To be responsible for risk and reputational management.
- To attend Council and Committee Meetings and to act as lead officer as required.
- To deputise for the Chief Executive when required, attending meetings, etc.
- To ensure efficiency, effectiveness and equality in service delivery.
- To reflect the Council's core values and objectives in undertaking the duties of this post.
- To understand and comply with the legal requirements of the Health and Safety at Work Act 1974 and any other relevant regulations as detailed in the Council's

Health and Safety Policy Statement.

- To carry out duties and responsibilities under the Data Protection Act 1998; in particular, to take all reasonable care that no unauthorised loss or disclosure of personal data occurs.
- To undertake, as required, responsibilities of DIRO for Out of Hours / Emergency planning.
- To undertake all such duties and responsibilities defined by the Chief Executive that is commensurate with the nature of the post.

## Knowledge and Experience

- Proven Strategic and operational management and leadership of a range of financial management services in a complex and fast changing organisation focussed on customers and the community.

# Job Description & Person Specification

- Proven people management skills with the ability to inspire and provide direction and support promoting a “can do” attitude and an environment of creativity and innovation.
- Experience of working as a section 151 officer or deputy section 151 officer.
- Experience of leading improvement programmes.
- Experience of working in a local authority or similar public body and of working effectively with elected members.

## **Qualifications and Professional Memberships**

- Degree-level qualification and/or professional qualification or equivalent experience.
- Recognised accountancy qualification, e.g. CIPFA, CIMA, ACCA.

- A recognised management qualification (Desirable).

## **Job Specific Skills, Behaviours and Personal Attributes**

- Demonstratable Enhanced negotiating Skills.
- Ability to work under pressure to meet deadlines.
- Proven experience of leading on corporate projects and initiatives that cross service boundaries.
- Excellent communication skills with the ability to influence, negotiate and establish credibility.
- Ability to delegate responsibility and provide constructive feedback and coaching to individuals.
- Ability to recognise where change is needed, to embrace and create an

enthusiasm for change and to work effectively with others to develop creative, innovative and customer-focused solutions.

- Experience of the management of change in a customer focused environment
- A clear commitment to continual professional development.
- Must have Strong political awareness reflecting the responsibilities of this post responding to Members of the two (sovereign) Authorities.
- Excellent verbal, written and comprehension skills.
- Flexibility to attend out of hours committee and other public or business meetings.
- Hold a full UK driving Licence and have access to a car for work purposes.

# 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	
<b>Applications deadline</b>	Sunday 22 February
<b>Technical Interviews</b>	4 March 2026 (Teams)
<b>Final Interviews</b>	16 March 2026 (in-person)

For questions or a confidential discussion, please contact:



**Andrew Tromans**  
on 07805 226301 or  
[andrew.tromans@penna.com](mailto:andrew.tromans@penna.com)

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



**Andrew Tromans**  
**07805 226301 / [andrew.tromans@penna.com](mailto:andrew.tromans@penna.com)**