

# Finance Officer Candidate Pack

We want a world that is Disability Positive



disability  
**positive**



Charity No: 1091744  
Company No: 4050994

The new name for  
**Cheshire Centre for Independent Living (CCIL)**

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# Introduction

Dear Candidate,

Thank you for your interest in Disability Positive, a charity that has dedicated itself to the lives of people with lived experience of disability and long-term conditions, and their families across Cheshire and surrounding areas since 1992.

We pride ourselves on being a great place to work and progress, and we employ an amazing workforce of over 70 people. We have experienced substantial growth since inception and our services have successfully increased to the point that we are well recognised as a trusted, influential, and supportive organisation; providing services, opportunities, and voice to over 10,000 people with lived experience of disability and long-term conditions per year.

We know it matters, as we live with disability and long-term conditions too.

We hope that you are the kind of person we are looking for, someone; organised, driven and professional to work within our finance team. If you are interested in the role, please return your completed application to [matt@disabilitypositive.org](mailto:matt@disabilitypositive.org)

We'd love to hear from you.

**Lynne Turnbull**  
Chief Executive Officer



# Who are we?

## We are Disability Positive.

We are a charity based in Cheshire and work mostly in the North West. We love working with others who think like us.

We provide services, opportunities and a voice to people living with disability and long-term health conditions and their families.

We have services to help people with everyday life, being part of their local community and looking after their own wellbeing.

We can offer advice, help with practical tasks and advocate for people in lots of different situations.

We listen and share people's experiences to influence positive change in government policy.

We know it matters, because we live with disability and long-term health conditions too.

## Our Values

- **Positive:** It's not just our name, it's how we approach every challenge and opportunity.
- **Collaborative:** We don't believe we can do everything ourselves; we love working with others who think like us.
- **Representative:** We are here to be the voice of people living with disability and long-term health conditions.
- **Ambitious:** We are not going to change the world without thinking big.
- **Trustworthy:** We need to be a place where people feel safe and can come freely for honest and impartial advice and support.

The social model of disability is the starting point for everything we do and is the idea that people are not disabled by their condition, but by a world that doesn't meet their needs.



# Our Services: For Adults

## **Arrangement of Care and Support Service**

Support with making sure people's care works for their needs.

## **Advocacy**

Supporting people to say what matters to them and upholding their rights.

## **Good Company**

A fully accessible social group for adults, meeting regularly with the opportunity for day trips too.

## **Payroll**

Supporting people who employ Personal Assistants with payroll management.

## **Supported Banking**

Getting support with banking and auditing for direct payment recipients.

## **Learning Service**

Access to learning and development opportunities for people who employ Personal Assistants, and their Personal Assistants.



# Our Services: For Children and Young People

## **Advocacy**

Supporting people to say what matters to them and upholding their rights.

## **Arrangement of Care and Support Service**

Support with making sure people's care works for their needs.

## **Cheshire West Creative Breaks**

For parents or carers of a child or young person aged 0-19, living in the Cheshire West and Chester area, who need a short break from their caring responsibilities.

## **Buzz Youth Group**

A fully accessible youth group supporting those aged 5-18 to try new things and meet new friends.



# Our Services: For Everyone

## Volunteer Opportunities

We couldn't be without our team of dedicated and enthusiastic volunteers. People can volunteer their time across a range of services, or join us for a work placement, to gain new skills and contribute to our work.

## Membership

We need our members to share their views so that we can continue to develop our services, and be a strong voice to influence local, regional and national government policy.

We welcome anyone with lived experience of disability or a long-term condition or with caring responsibilities.

## Policy Influencing

Policy influencing is what we do to influence positive change with local, regional and national government. We want to be a voice for our members and people with experience of disability and long-term conditions and use their views and experiences to influence the kind of changes we want to see.



# Organisational Structure

We are a registered charity and company limited by guarantee.

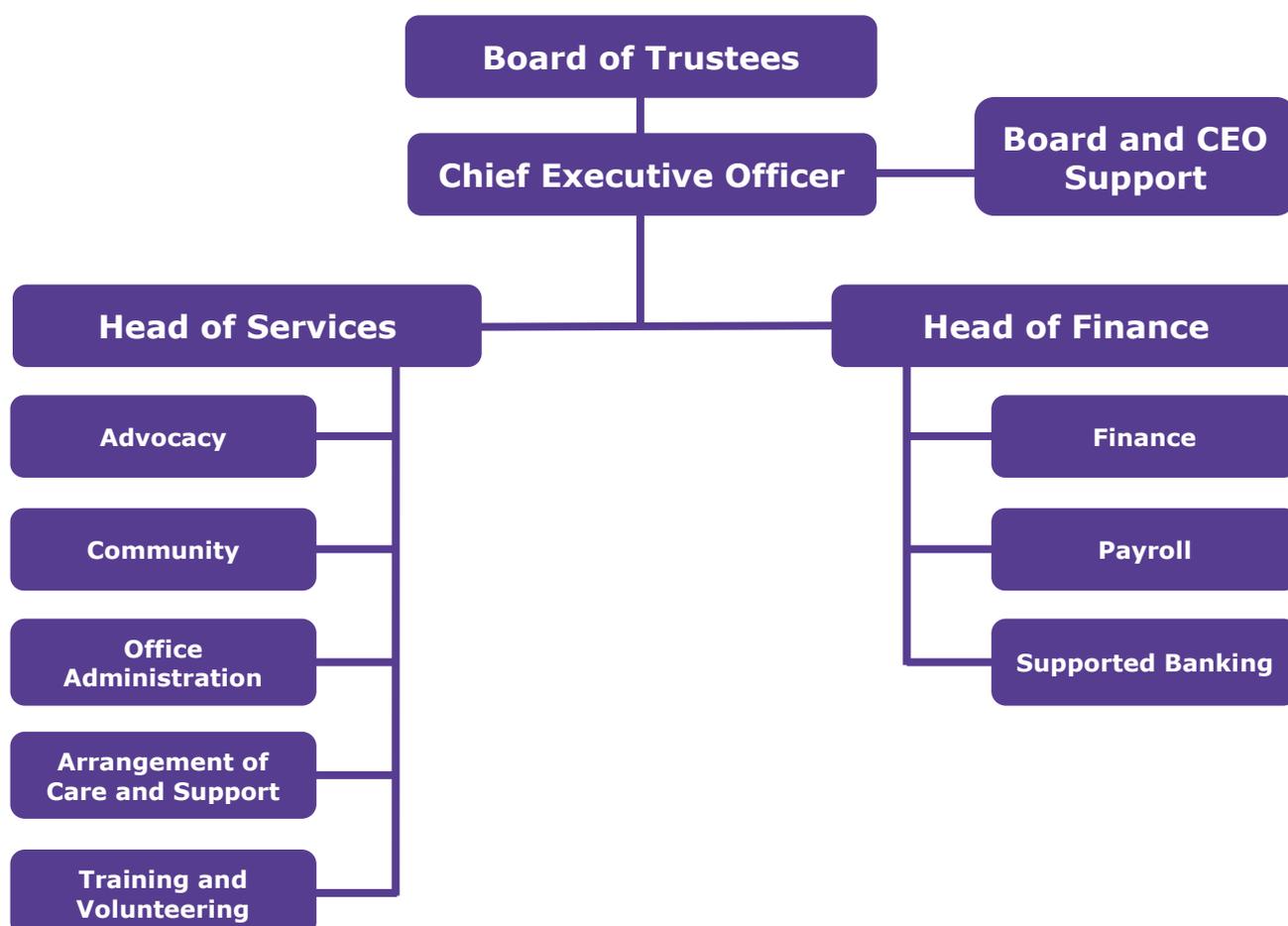
We are governed by 11 trustees who are known as our Board of Trustees. The Board of Trustees are both Directors of the company for the purposes of the Companies Act 2006 and Charity trustees for the purposes of the Charities Act 2006.

The Board of Trustees are responsible for the governance of Disability Positive. Our Board of Trustees have lived experience of disability and long-term conditions and bring a mix of skills that are essential to good governance, ensuring that our activities are conducted in line with our charitable objects, as detailed within our Articles of Association. In addition, we have over 240 members of the charity who all have lived experience of disability and long-term conditions.

Day-to-day management is delegated to the Chief Executive Officer and Senior Staff through a Scheme of Delegation of Board Authority.

We currently employ 56 FTE staff (71 people), with additional support across our services through volunteers. 60% of our workforce also have lived experience of disability and long-term conditions.

## Our Organisation Chart



# Future Plans

We have finalised our new Strategy 2020 - 2023, with a focus on three strategic themes:

- Positive about offering services that suit the needs of people with lived experience of disability or long-term health conditions.
- Positive about providing the opportunity for people with lived experience of disability or long-term conditions to be part of community life.
- Positive about giving a voice to people with lived experience of disability or long-term health conditions.

We are in a strong financial position, with a robust balance sheet and reserves policy which has supported and should continue to support expansion of our services.

A major part of our income comes from delivering services under contract with a number of Local Authorities and Clinical Commissioning Groups in Cheshire East, Cheshire West and parts of the North West. We also provide a number of services that individuals purchase directly from us.



# Job Description and Person Specification

<b>Job Title:</b>	Finance Officer
<b>Grade:</b>	4
<b>Salary:</b>	Starting at £23,823 per annum, rising to £25,015 post probationary period (pro rata)
<b>Hours:</b>	15 to 18.5
<b>Holiday Entitlement:</b>	28 days (pro rata)
<b>Direct Reports:</b>	N/A
<b>Reporting to:</b>	Head of Finance

## Purpose

To work as part of the finance team, the Finance Officer will be responsible for maintaining the financial records of the organisation, supporting the Head of Finance with the production of monthly management accounts, and assisting with the year end process.

# Scope

## Business Skills

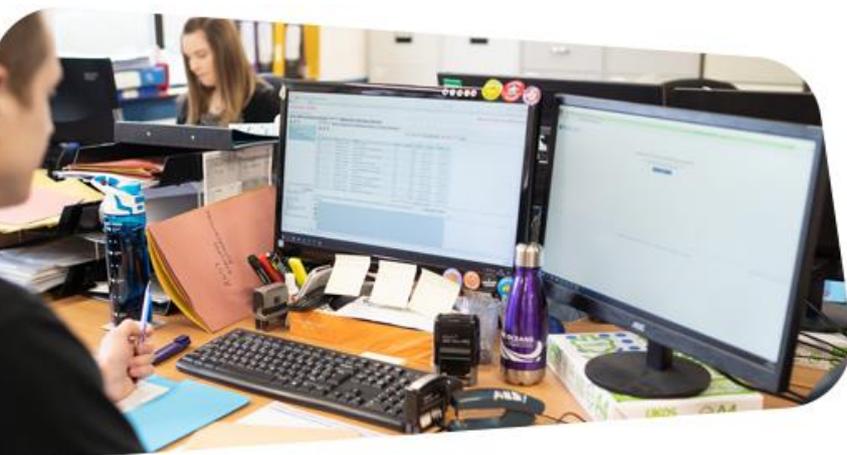
- Demonstrates an analytical and methodical approach to problem solving.
- Absorbs and applies technical information.
- Has a thorough understanding of their job and how own role relates to other roles and to the business of the employer.

## Complexity

- Has defined areas of responsibility.
- Due to experience gained may provide guidance to less experienced staff.
- May be responsible for a small internal business project or process.
- Uses discretion in identifying and resolving complex problems.
- Performs a broad range of work, sometimes complex and non-routine, in a variety of environments.

## Autonomy

- Accountable for delivering assigned tasks within broader projects or functions.
- Operate as a competent professional with minimal supervision.
- Limited decision-making scope on how tasks are to be fulfilled.
- Can easily determine when work should be escalated to a higher level.



# Key Tasks

## Governance

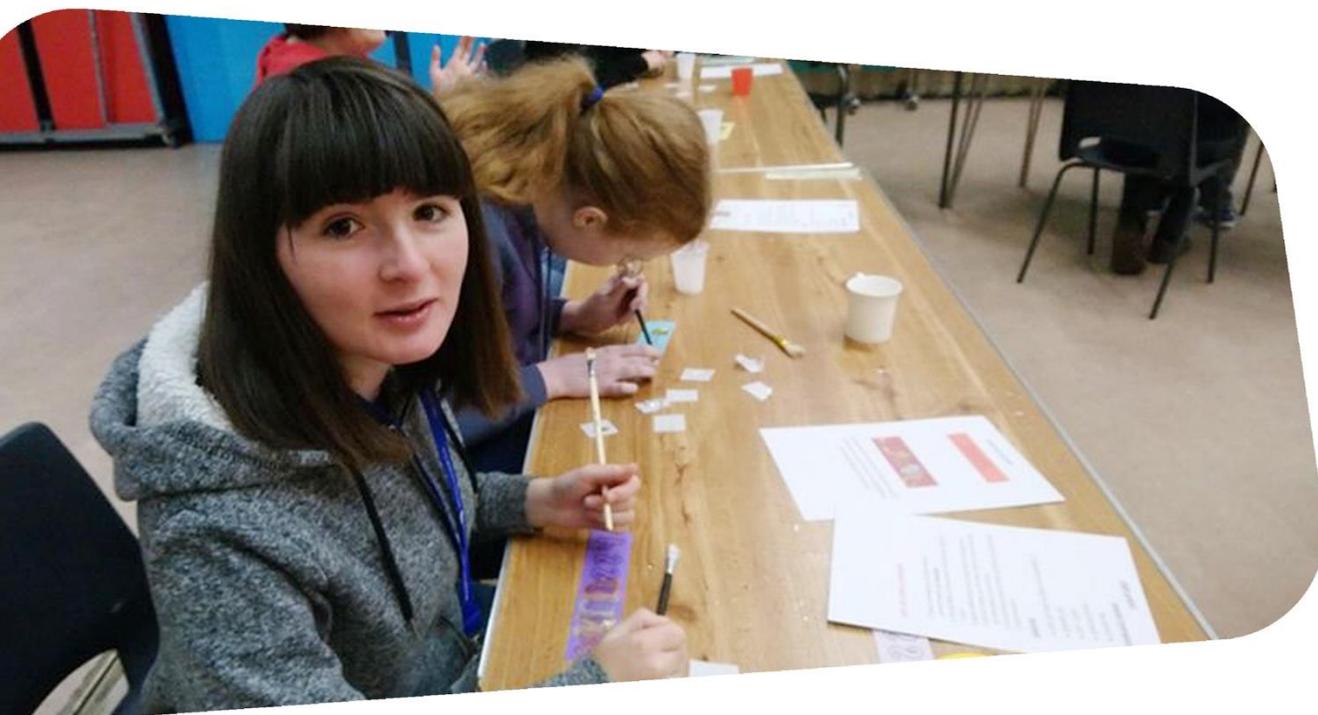
- Ensuring all paperwork is correctly authorised and in line with our policies.
- To adhere to our confidentiality and data protection policy.

## Communication & Relationships

- Build an effective working relationship with the Head of Finance.
- Ensure Head of Finance receives appropriate and timely financial information.
- Liaise with customers and suppliers when required.
- Uphold the company values.

## Other Key Tasks

- Maintain accounting records on an ongoing basis, maintaining all ledgers using Sage 50 accounts.
- Maintain fixed asset register, prepayments, accruals, deferred income, and accrued income schedules.
- Set up online payment runs and maintain the petty cash system.
- Complete regular bank reconciliations, as well as supplier reconciliations to purchase ledger balances, resolving any discrepancies. Complete monthly control account reconciliations, for review by Head of Finance.
- Any other duties that may arise from this post.



# Person Specification

Criteria	Essential	Desirable	Assessed by
<b>Qualifications Experience</b>	<ul style="list-style-type: none"> <li>Experience of working in a finance department, maintaining the accounting records.</li> </ul>	<ul style="list-style-type: none"> <li>Experience of charity finance.</li> <li>Experience of charity fund balancing using Sage 50 charitable funds.</li> <li>Experience of maintaining Gift Aid database and preparing Gift Aid returns.</li> <li>Experience of completing and submitting VAT returns.</li> <li>AAT part qualified</li> </ul>	Application and Interview.
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>Working knowledge of accounting software e.g., Sage 50 accounts.</li> <li>Knowledge of the Social Model of Disability.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge of FRS 102 and SORP.</li> </ul>	Application and Interview.
<b>Skills/Abilities</b>	<ul style="list-style-type: none"> <li>Ability to communicate effectively at all levels.</li> <li>Ability to work as part of a team and on own initiative, to meet targets.</li> <li>Ability to work under pressure, set priorities and meet deadlines.</li> <li>Drive, energy, and enthusiasm.</li> <li>Self-motivated.</li> <li>IT literate with high level of Excel skills.</li> </ul>	<ul style="list-style-type: none"> <li>The ability, willingness and flexibility to work outside office hours, if required.</li> </ul>	Application and Interview.
<b>Other</b>	<ul style="list-style-type: none"> <li>A commitment to equality and diversity.</li> <li>A commitment to the Company vision, mission, and values.</li> </ul>		Application and Interview and Pre-Offer Checks.

# Recruitment Process

## How to apply

If you are interested, please complete the following, and return by email or post to the details on the covering letter:

- a job application form,
- and recruitment monitoring form.

## Timetable

**Deadline for applications:** 5pm on Sunday 13 June 2021

**Short listing:** Monday 14 June 2021

**Interviews:** Friday 18 June 2021

## What we do with your data

In accordance with the Data Protection Act 1998, and the General Data Protection Regulations 2018, the information provided in your application will be used as part of the recruitment and selection process and may be disclosed to those who need to see it.

It will also form the basis of the confidential personnel record of successful applicants.

In the case of unsuccessful applicants, the application form will be destroyed after 6 months, in line with our [HR Privacy notice](#).



## Contact Us

**Address:** Sension House, Denton Drive, Northwich, Cheshire, CW9 7LU

**Telephone:** 01606 331 853

**Email:** [info@disabilitypositive.org](mailto:info@disabilitypositive.org)

**Website:** [www.disabilitypositive.org](http://www.disabilitypositive.org)

**Facebook:** [www.facebook.com/disabilitypositive/](http://www.facebook.com/disabilitypositive/)

**Twitter:** [www.twitter.com/dis\\_positive](http://www.twitter.com/dis_positive)

**Instagram:** [https://www.instagram.com/dis\\_positive/](https://www.instagram.com/dis_positive/)