



Head of Finance

CANDIDATE BRIEF

NORMAN BROADBENT



This is Christian Aid. We are a global movement of people, churches and local organisations. We are the changemakers, the peacemakers, the mighty of heart.

Eradicating poverty. Everyone is equal in the sight of God.

For 80 years, this truth has inspired us to stand together in solidarity with our most marginalised global neighbours, of all faiths and none. Poverty is an outrage against humanity. It robs people of their dignity and lets injustice thrive.

We seek to eradicate extreme poverty by tackling its root causes. Together with people living in poverty, we amplify our voices to speak truth to power and create lasting change.

We are the official relief, development, and advocacy agency of 41 Sponsoring Churches in Britain and Ireland, and part of the church community worldwide.

The British and Irish churches set up Christian Aid so that they, and others, could help refugees in the aftermath of the Second World War and 'respond to Christ's command to care for all in need'.

We are accountable and answerable to these churches for all we do. Through regular meetings and ongoing relationships, we work with and through them – locally, regionally and nationally.

The Sponsoring Churches appoint our board members, who are trustees of the vision, values and purpose of Christian Aid – to end poverty and 'relieve or combat malnutrition, hunger, disease, sickness or distress throughout the world'.

The churches, which meet once a year, receive our annual reports and accounts, and are responsible for ensuring that our work is reviewed and for raising any issues that might arise.

Our partnerships with institutional funders, trusts and foundations enable us to deliver our programmes, with almost half of our funding coming from these supporters.

We are extremely grateful to our current partners, as well as to the many others who have supported us in the past. They have made it possible for us to deliver a wide range of projects.

These projects include small pilots that have gone on to be expanded successfully as well as major multi-country development initiatives such as BRACED (Building Resilience and Adaptation to Climate Extremes and Disasters) and the hugely successful Poorest Areas of Civil Society programme (PACS) in India, which reached more than nine million people and consistently received A+ ratings for its results.



A photograph of a smiling woman wearing a brown headscarf with a patterned border. She is looking towards the camera. In the background, there is a blurred view of a refugee camp with various structures and blue tarps under a clear sky.

Our groundbreaking work began in 1945, when we were founded by British and Irish churches to help refugees following the Second World War.

1940s

We helped refugees in need at the end of the Second World War. We raised more than £80,000 (£3 million plus in today's money) for emergency supplies in mainland Europe.

1950s

We launched [Christian Aid Week](#) to raise extra funds. We supported the establishment of the Voluntary Service Overseas (VSO) to enable young people to make a difference.

1960s

We made a difference in crises affecting Nigeria/Biafra, Kenya and India. We created the Disasters Emergency Committee (DEC) so that development agencies were seen to work together in times of humanitarian crisis.

1970s

We drew a link between educating supporters at home about the root causes of poverty and work with partners overseas to eradicate it. We provided seed money to establish the New Internationalist magazine.

1980s

We fed hungry people during the Ethiopian famine and those experiencing drought in Mozambique. We led a mass lobby of parliament to call for more official development aid. We created the Southern African Coalition to demand an end to apartheid.

1990s

We linked work in 50 poor countries to campaigns on developing world debt, fair trade and the policies of the International Monetary Fund and the World Bank.

2000s

We campaigned to make poverty history during a war against terror. We reached more than 500,000 people with food, shelter and healthcare after the Asian Tsunami.

2010s

We inform about and campaign against climate change. We champion tax justice. We continue to work with local partners on the ground to make a practical difference to the lives of new waves of refugees locally while campaigning and advocating for change globally.

The Company



3000

Staff globally

Revenue - 2025

£71.4m

Income

£77.0m

Expenditure

Christian Aid is headquartered in London, UK, plus a supporter engagement base in Warrington, and operates globally through five regional hubs and local partner networks rather than traditional country-managed offices



Hubs are Bogota, Nairobi, Abuja, Amman and Dhaka



A photograph showing a woman in a patterned headscarf and dark clothing holding a young child. They are standing amidst a large pile of rubble and debris, likely the remains of a destroyed building. The scene is set outdoors under a clear blue sky.

We work with some of the world's most vulnerable communities in 29 countries in Africa, Asia, the Middle East, Europe and Latin America and the Caribbean.

When emergencies strike in these countries, we are there before, during, and after to save lives and support people in the long term.

We also work in other countries and regions through the ACT Alliance and our other partners, particularly around humanitarian emergencies such as the refugee crisis.

Our work in Africa includes strengthening peace-building in South Sudan, promoting resilient farming in Kenya, and challenging inequality in Sierra Leone. We are also working with women to increase their access to green and sustainable energy in Burkina Faso, Ethiopia, and Malawi.

In Asia, our programmes include promoting women's rights in Afghanistan, justice and peacebuilding in Myanmar, and ensuring people can access the services they need in Bangladesh.

In Latin America and the Caribbean, we help promote gender justice in the Dominican Republic, El Salvador, and Guatemala, peace-building in Colombia, and support marginalised communities to adapt their livelihoods to climate change in Honduras, Nicaragua and Haiti.

Our work in the Middle East includes defending people's rights in Israel and the occupied Palestinian territory, protecting women at risk of violence in Iraq, and providing humanitarian assistance to refugees in Lebanon.

Our vision, mission & values



Our vision:

Every person has life in all it's fullness.



Our mission:

Driven by a faith that cannot ignore suffering and injustice, we join with churches and partners to break the chains of poverty



Our values:

Love

Our cornerstone – our motivation to love and care for others and Creation by standing alongside those who struggle against the injustice of poverty.

Dignity

Our belief is that every human being is of equal worth and should be given the opportunity to realise their potential.

Equality

Our conviction is that all individuals and groups have the right to equality of voice, opportunity and outcomes.

Justice

Our determination to empower communities and to challenge the structures and systems that create poverty and prevent people from rising out of it.

Our year in numbers

£71.1m

The amount of money raised
in 2024/25

28,883

People giving to Christian
Aid for the first time

463

The number of projects
we funded

289

The number of partners we
worked with. 30% of which
are faith-based.

£4.1m

Number of people reached
directly by our programmes

£32.9m

Spent on humanitarian
programmes

£12.4m

Number of people reached
indirectly through our
programmes

£8m

Number of people whose
humanitarian needs were
met (directly and indirectly)



Patrick Watt

Chief Executive

Patrick leads the organisation in its work to tackle poverty and promote dignity, equality, and justice. He works closely with the SLT and the Board of Trustees and engages staff, supporters, partners, and sponsoring churches to realise Christian Aid's vision.

Patrick has widespread experience working in development and humanitarian organisations, including Oxfam, ActionAid, and most recently, Save the Children International, where he was the Advocacy and Campaigns Director. He holds degrees in Theology from the University of Cambridge and in Development Studies from the London School of Economics.



Ray Hasan

Director of Impact

Ray leads Christian Aid's Impact team, which operates globally and works closely with partners and communities to tackle poverty and injustice. The team provides technical, practical, and institutional support to civil society, networks, and alliances and shares expertise and learning in development and humanitarian and peacebuilding practice to maximise our collective impact.

Ray has considerable experience in international development, supporting civil society organisations, engaging with governments and donors, and leading global programmes and large-scale humanitarian responses.



Alison Court

Director of Organisational Effectiveness

Alison leads Christian Aid's global Organisational Effectiveness function, enabling the organisation to deliver its mission with clarity, confidence and impact at scale.

Her remit spans critical enterprise capabilities, including People and Culture; Safeguarding, Security and Health and Safety; Technology and Data; Strategy and Strategic Planning; and Insight and Change. Across these areas, Alison creates the conditions for high performance - strengthening organisational focus, driving delivery and empowering teams and partners worldwide to deliver sustainable impact.



Nick Georgiadis

Director of Income and Public Engagement

Nick is responsible for leading the Income and Public Engagement team. They communicate with a wide range of audiences to inspire them to fundraise for Christian Aid's vital work, as well as engaging them to support the delivery of our strategy Standing Together, through speaking truth to power and enabling their prophetic voice to be heard to help end poverty.

Nick is an experienced fundraiser, having led fundraising teams at Cancer Research UK and British Heart Foundation. He serves with the youth ministry at his local church.



Liz Walker

Director of Finance and Corporate Governance

Liz leads the teams responsible for finance, technology, governance, audit, risk and property. They are responsible for enabling colleagues to deliver their best work by ensuring that suitable support, advice and tools are available. Support and assurances are given to the Trustee Board via the governance, audit and risk functions.

Liz is a qualified accountant who started a career in corporate finance and turnaround before joining the charity sector. She has held many roles in the sector either in an executive position or as a trustee.

We work with local partners and communities to fight injustice, respond to humanitarian emergencies, campaign for change, and help people claim the services and rights they are entitled to.

Our work includes helping people to:

- claim their rights and access services such as healthcare and education;
- ensure they are not discriminated against for any reason;
- become more resilient to shocks and disasters such as drought, climate change and hurricanes;
- make the most of opportunities, such as being able to sell their produce for a fair price.

Areas of work – gender power and inclusion, humanitarian, from violence to peace, climate adaptation and resilience, governance and rights.

At Christian Aid, we believe in life before death - a world free of poverty in which everyone is treated with equal dignity, able to realise their rights, and play a full part in society.

Our new strategy, Walking Together, sets out how Christian Aid will respond over the next four years, working towards our vision that every person has life in all its fullness. We aim to relieve poverty and suffering by strengthening local resilience and changing the systems that shape people's lives.

We will do this by becoming a simpler, humbler and bolder organisation, focused on where we add the greatest value and shifting power and resources closer to those communities who most need our support.

[Read our full strategy here](#)



As a global employer and international development agency, Christian Aid is committed to promoting equality, valuing diversity, creating an inclusive environment and combating unfair treatment. Equality of opportunity and freedom from discrimination is a fundamental human right and we will exercise leadership and commitment in promoting this right.

It is Christian Aid's policy to respect the diversity of all employees, prospective employees, volunteers, partners, beneficiaries, contractors, and suppliers and treat them fairly and equally regardless of characteristics such as gender, sexual orientation, family status, race, caste, culture, nationality, ethnic or national origin, religious belief, age, physical or mental ability, educational background, working patterns, responsibility for dependants, union membership, political affiliation.



Provide strategic direction and business wide support with specific responsibility for leading financial strategy, planning, financial stewardship and control, aligned to organisational values and goals.

Working closely with the Executive and Board, the new Head will combine strategic financial leadership with operational excellence, strengthening financial insight, controls and systems while enabling effective decision-making and supporting new business opportunities across a complex international organisation.

Responsibilities

- Lead finance operations across the organisation inclusive of Christian Aid departments, MCC's, and oversee global payroll functions effectively.
- Lead and identify strategic opportunities to enhance efficiency and effectiveness, establishing the finance function as a trusted, high impact business partner for stakeholders.
- Provide financial insights to the Executives and Board by delivering key financial and operational data for informed strategic decision-making.
- Support new business initiatives including bids, tenders, and opportunities through rigorous due diligence, financial modelling, and competitive pricing of grants and contracts to foster growth.
- Lead robust internal controls and risk management practices, safeguarding assets while regularly updating policies and procedures to meet evolving business needs and best practices. Handle fund misuse investigations with discretion to protect reputational, security, and legal interests.
- Ensure compliance with statutory, legislative, and financial reporting requirements, reinforcing the organisation's reputation for transparency and accountability. Manage restricted funds and donor-stipulated income to meet donor expectations.
- Oversee appropriate financial systems to support business needs and establish a strong control environment across the UK and international operations.
- Optimise treasury management, balancing risk and return in managing cash and liquid assets, while ensuring foreign currency transactions maximise the value of grants provided to partners.
- Champion innovation and inclusion, leading transformative initiative, contributing to accountability, transparency, value for money, agility, project working, and carbon footprint reporting.
- Empower high impact organisational operations by equipping all parts of the organisation, domestically and internationally, to function within approved authority levels, legal frameworks, budgets, and delegated financial authority.

Key skills & competencies

Decision-making



- Provide strategic recommendations on decisions with significant financial thresholds or strategic impact, collaborating with Directors and/or Trustees to drive informed outcomes.
- Decisions relate to setting operational and strategic objectives across a wide range of roles, inclusive of budgets and exercising accountability for critical decisions, and assuming direct responsibility for outcomes in key areas.

Problem Solving



- Navigate highly complex work that encompasses multifaceted considerations, impacting the department and broader cross-functional operations.
- Evaluate the wider and long-term consequences of ideas, recommendations, and decisions, integrating them into strategic promoting a culture of collaboration, continuous learning and collective progress.
- Resolution of situations in relation to financial service provision identifying, mitigating, and managing potential challenges, ensuring resilience and informed decision-making.

Key Interfaces



- Develop well-reasoned and compelling arguments to address complex issues ensuring clarity and strategic alignment.
- Successfully influence diverse stakeholders, driving consensus to achieve organisational objectives and goals.
- **Internal:** Across Christian Aid departments at all levels.
- **External:** Banks, Auditors, Investment Managers and Partners.

Knowledge, Skills and Experience



Essential:

- Member of a recognised accounting body with extensive senior-level international experience.
- Extensive experience managing operations in global environments and engaging with senior executives and stakeholders.
- Advanced skills in leading finance functions, change management, statutory reporting and complex accounting systems integration.
- Advanced proficiency in strategic planning, budgeting, and developing management reporting models that drive success.
- Advanced ability to communicate complex financial concepts to non-financial audiences and foster respect for financial insights.
- Advanced expertise in business improvement techniques and delivering superior customer service standards in finance.
- Knowledge of financial management in the development sector, VAT, tax, trading, foreign exchange, and international NGO legislative frameworks.

Personal Attributes



- Adept at navigating different working cultures effectively.
- Strong team leader.
- Strategic thinker and partner.

Process and How to Apply

Applications should consist of:

- A concise covering letter (ideally no longer than two pages), addressing the criteria in the Person Specification;
- An up-to-date curriculum vitae;
- Names and contact details of three referees (although referees will only be approached towards the final stage of the process, and only with your express permission).

These can be submitted to alyce.brogan@normanbroadbent.com. The deadline for receipt of applications is midday (GMT) on Wednesday, 25 November..

Longlisted candidates will be invited to meet with Norman Broadbent during the week commencing Monday, 30 November.

A final shortlist of candidates will then be taken forward to face-to-face interviews with Christian Aid during the week commencing Monday, 7 December.

An appointment will be made subject to receipt of satisfactory references.

Contact Us

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