

Head of Finance & Resources of Redress Scotland

1. Overview

For decades, children in residential care in Scotland were failed by those entrusted to look after them. Scotland is taking steps to face up to those failing by establishing a financial redress scheme for survivors of historical child abuse in care.

While nothing can ever make up for the suffering survivors have endured, financial redress can provide acknowledgement and recognition of the harm done. A national redress scheme will offer a non-adversarial alternative route to justice and access to support and apology.

To deliver this, the Scottish Government has supported the creation of a new 'non-departmental public body' entitled Redress Scotland. This body will assess and make decisions on applications from survivors (and in some cases next of kin) seeking redress. Redress Scotland will be entirely independent of the Scottish Government.

Redress Scotland is primarily a decision-making body. It will not process applications, provide support to applicants or arrange payments. In order to make best use of public resources, all administrative aspects of the national scheme will instead be carried out by Scottish Government without impinging on the independence of Redress Scotland's decision-making.

Johnny Gwynne has been appointed as the Chair of Redress Scotland, and Joanna McCreadie as the Chief Executive. Panel Member recruitment has commenced, with the expectation that appointments will be made by the end of October. Work has begun on setting up Redress Scotland as a non departmental public body and to ensure that the organisation can support decision-making panels when the redress scheme opens for applications.

The Scottish Government has committed to opening the scheme as soon as possible, by December 2021 at the latest. The scheme will remain open to applications for a period of whichever is the longer of five years, or two years following the publication by the Scottish Child Abuse Inquiry of its final report. There is, however, a potential for the opening period to be extended beyond this.

More information about how the scheme will operate is available on the Scottish Government's website [here](#). Detailed information about the status, powers and functions of Redress Scotland are also set out in the [Redress for Survivors \(Historical Child Abuse in Care\) \(Scotland\) Act 2021](#) and accompanying documents.

2. Head of Finance & Resources

Position: Head of Finance & Resources

Organisation: Redress Scotland

Location: Scotland, Central Belt (likely to be Falkirk)

Salary: £49,420-£61,617 per annum + pension + holiday + flexible remote working

Closing date: 12.00 noon on Monday 25th October 2021

Redress Scotland is a brand new organisation operating at the heart of a sensitive, challenging and complex area. The Head of Finance and Resources is therefore expected to provide strong, responsive and compassionate leadership from the outset, helping to create a trauma-informed organisation which inspires the confidence of the survivor community. A commitment to treat all applicants with dignity, respect and compassion is enshrined in legislation.

The Head of Finance & Resources is responsible for leading the financial management of the organisation and the functions of finance, ICT, buildings and contracts.

The role will include leading and managing any employees within these functions. The Head of Finance and Resources will work with the Chief Executive to ensure high standards of financial management and reporting, including fulfilling the requirements of Redress Scotland as a public body.

The post holder will set and review budgets and regularly monitor and report on financial performance, including variations and risks. The Head of Finance and Resources will contribute to the total quality management framework, and ensure that identified improvements are implemented effectively. The post holder will prepare and set up contracts for services and, where agreed, manage relationships with service providers and contractors.

The Head of Finance and Resources will work as part of the senior management team and contribute to the overall management of the organisation.

You will be required to:

- Provide professional accounting and financial advice, including developing appropriate financial policies and procedures and ensuring there are robust controls and checks in place for the management of the financial functions of Redress Scotland.
- Supporting value for money decision making and best value, ensuring business cases, expenditure and decision making is aligned with the requirements for public bodies and promoting best practice within the team.
- Develop and maintain good working relationships, continuously improving financial awareness across the organisation and embedding our values of compassion, dignity and respect in everything we do.

- Work closely with business areas to identify, analyse, quantify and mitigate financial risks and challenges, supporting the wider team, chief executive and board members to understand any impact on the finances of the organisation and mitigate identified risks.
- Lead and manage the delivery of high quality resources for Redress Scotland, ensuring excellent digital resources are in place and the buildings are managed well.
- Oversee the setting up and monitoring of contracts for products and services for the organisation.

Person Specification

Essential Criteria:

1. Proven experience of leading the creation, or development or improvement, of a finance function in an organisation.

The ability to lead, manage and motivate the team, role modelling a continuous improvement and quality focused approach and embedding our values of compassion, dignity and respect in everything we do.

2. Demonstrable organisational management skills

You will have strong organisational skills, effective in planning, managing conflict and competing priorities whilst working collaboratively as part of a team to deliver to tight deadlines and to a high standard.

3. Proven excellent communication skills both written and verbal

You must have excellent communications skills, both written and verbal, with a proven ability to explain and present technical financial information to non-finance colleagues, board members and external stakeholders.

4. Expertise on managing daily financial operations to ensure the delivery of an effective resilient and quality service

You will have the ability to analyse, evaluate and summarise information, recognising potential issues and find effective solutions to complex problems; You will have significant experience of budget management, including planning, analysis, monitoring, forecasting and reporting, both in writing and verbally.

5. Demonstrable experience in resource management

The ability to manage organisational resources, particularly digital and buildings, to ensure the delivery of high quality outputs and outcomes for the organisation and cost effective services.

6. Capability in responding to challenges and working flexibly as part of a senior management team.

The ability to have a positive approach to complex challenges, working as part of a senior management team to generate solutions to problems and move forward positively at pace.

Desirable criteria:

1. Expertise, or the ability to develop expertise, in developing and supporting trauma informed organisations.

Bringing an understanding of how trauma, redress and support spans organisational boundaries and professional groups – either with knowledge (or the ability to develop knowledge) and an active interest in trauma informed delivery.

2. Expertise in starting up or developing an organisation and delivering effectively in new and untested ways of working.

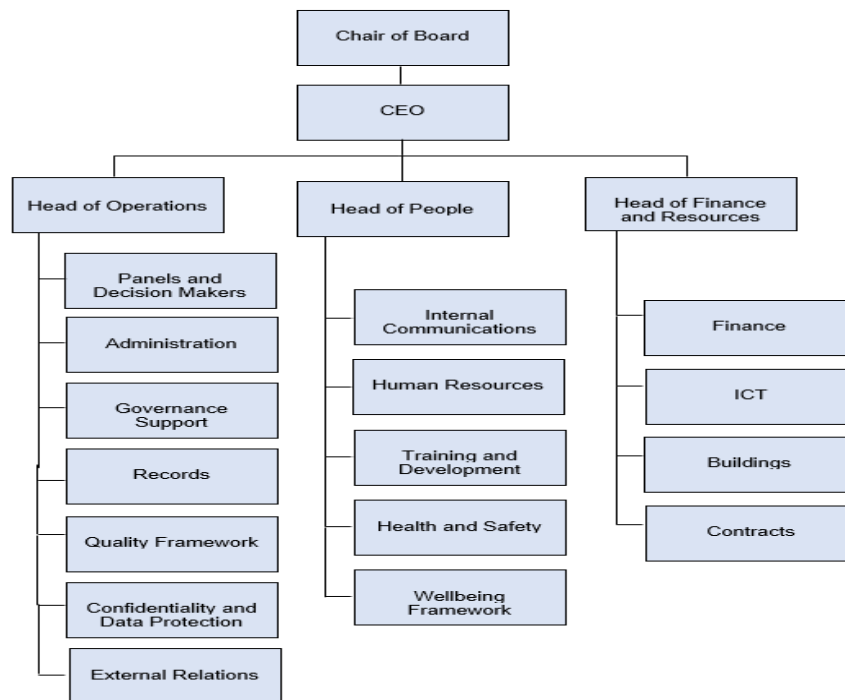
Able to apply previous knowledge and experience to the environment of Redress Scotland, and confidently contribute to a senior team working in a new organisation and area of work. Able to deliver effectively so that survivors experience the work of the organisation as excellent.

Qualifications:

You must be a suitably experienced and qualified accountant (CCAB professional accountancy body or equivalent). You must have strong technical accountancy and financial management skills with the ability to develop expertise in accounting systems used by Scottish public bodies. You should have experience of leading or managing finance functions in an organisation.

Please note that the successful candidate will be required to complete a Disclosure Scotland check, Scottish Government security checks and provide satisfactory references.

Diagram of functions in Redress Scotland:



How to Apply

In order to apply, please send us the following:

1. **Your CV** (not more than two A4 pages) including three referees.
2. **An accompanying 'letter of application'** providing evidence clearly demonstrating how you meet essential and desirable criteria. This note should refer to specific projects or tasks and use a STAR (Situation, Task, Action and Result) format. Your letter of application should not exceed 1,000 words.

To apply, please send your CV and accompanying letter of application to tanya@seymourjohn.com by 12 noon on Monday 25th October 2021. This recruitment is being managed on behalf of Redress Scotland by Seymour John Public Services Limited.

Further information

We will inform you of the outcome of your application as soon as possible. Should your application be short-listed, it is likely that assessment centre and interviews will be conducted on Monday 8th November 2021.

For more information about the recruitment process or to request information in a different format, please contact John Lavictoire, Director at Seymour John Public Services (john@seymourjohn.com).

For a short discussion about the role with the Chief Executive, Joanna McCreadie, please contact Paula Craik (Executive PA) of Redress Scotland paula.craik@redress.scot

Recruitment Timetable:

Action	Timeline
Psychometric Tests and Assessment Centre (Shortlisted candidates) –through video conferencing	Monday 8 th November 2021
First Interviews	Monday 15 th November 2021
Offers of employment	W/C 22 nd November 2021