



International
Longevity Centre UK

Senior Finance Manager/ Financial controller

Recruitment pack



Senior Finance Manager/Financial Controller

We are looking for an experienced, flexible and proactive Senior Finance Manager/Financial Controller to support the Senior Leadership Team in managing the financials of the charity, International Longevity Centre – UK and its wholly owned subsidiary, ILC-UK Services Ltd.

The post will be responsible for maintaining the current financial position of ILC-UK and ensuring we meet all financial regulatory requirements.

You should ideally be at least 5 years post qualified accountant, with excellent communication skills; a high level of attention to detail; and competence with QuickBooks (essential) and Xero (bonus).

You must also have solid Excel skills and a good knowledge of Microsoft Office programmes (MS Word, Outlook and PowerPoint). We are looking for someone who has a conscientious attitude, who is comfortable working in a small team.

For a small organisation, we offer good benefits, flexible working and a pension. We even give you your birthday as an extra day of leave as well as additional leave at Christmas and over the New Year.

Who are we?

ILC is the UK's leading authority on the impact of longevity on society. We combine evidence, solutions and networks to make change happen.

We help governments, policymakers, businesses and employers develop and implement solutions to ensure we all live happier, healthier and more fulfilling longer lives.

We want a society where we all live happier, healthier and more fulfilling longer lives, where tomorrow is better than today and where future generations are better off. ILC wants to help forge a new vision for the 100-year life where we all have the opportunity to learn across our lives and where new technology helps us contribute more to society.

That doesn't mean we're just about protecting the interests of older people. It doesn't mean we're just about promoting their needs. And it doesn't mean we're just about prioritising their requirements.

The impact of longevity on society isn't just about older people: it will impact everyone.

We know the implications of demographics, today and tomorrow.

- We know that every girl born today will have a one in four chance of living until she's 100.
- We know that when she starts work, she will need to save at least 20% of her earnings every year in order to afford a comfortable retirement.
- We know that if she wants to buy her own home, she'll probably need to wait until she's over 40, in a relationship and working full time.

And that is where we come in.

We believe society has to adapt now so we can all enjoy the benefits of longevity, and we want a society that works for everyone, regardless of their age.

We were established in 1997 as one of the members of the [International Longevity Centre Global Alliance](#), an international network on longevity.

We're independent and politically neutral, so we can say the things about our future society that others can't. We know that society is ageing. We know the numbers. We know the challenges. What happens next will define us for generations.

We work with central government, local government, the private sector, the charity sector, and professional and academic associations to provoke conversations and pioneer solutions for a society where everyone can thrive, regardless of age.

Since our inception, we have published over 400+ reports and organised over 500+ events, including the annual [Future of Ageing conferences](#).

We are a small team, headed by David Sinclair as Chief Executive. More information about our team and their expertise is available on our [website](#).

We are governed by a board of 12 dedicated Trustees, chaired by Nigel Waterson. The full list of our Board of Trustees, along with their biographies, is available on our [website](#).

We make a difference

We provoke conversations and discussions about the impact of longevity on society, and what happens next.

Over the last decade we:

- Convinced G20 Ministers to put greater focus on the prevention of ill health.
- Convinced Government and employers to engage with mid-life health and wellbeing checks and introduce older apprentices.
- Got the mortgage industry to end the practice of upper age limits for home loans.
- Produced research that was used by both the SNP and HM Treasury in the lead-up to the vote on Scottish independence.
- Helped employers prepare for an ageing workforce and develop age-friendly standards and practices.
- Highlighted the power of music for people with dementia.
- Began the conversation about downsizing and under-occupancy back in 2007.

We have changed the media narrative around people having to work until they drop: now, it's a more nuanced debate about fuller working lives and how this benefits us all. We created the first LGBT intergenerational project in the world, which has inspired others around the world. We made it possible for people with dementia to have relationships in care homes, producing a best practice guide for carers.

Job description

Senior Finance Manager/Financial Controller Job Description

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| Job Title | Senior Finance Manager/Financial Controller (you are welcome to suggest one - we're flexible on title) Managing the finances of the organisation. |
| Purpose | Bookkeeping, financial management and reporting for ILC-UK, ILC-UK Services Ltd |
| Reports to | Chief Executive, liaising with Trustee Treasurer |
| Direct reports | Internal bookkeeper and ad hoc external finance support |
| Contract type | Part-time (14-21 hours p/week) |
| Salary | £55,000 p/annum (pro-rated) |

- 1.** Be the finance champion for the charity (ILC-UK) and services subsidiary (ILC-UK Services Ltd);
- 2.** Produce monthly consolidated management accounts, rolling cash-flow forecasts, financial dashboards, annual accounts and annual returns;
- 3.** Complete/submit quarterly VAT returns; and support the Senior Leadership team (SLT) in submissions to Companies House, Charity Commission, HM Revenue & Customs and all other relevant regulatory bodies.
- 4.** Ensure cloud accounting system entries and bank reconciliations are up to date (approx.40-50 transactions p/month)
- 5.** Support the SLT to monitor project income and expenditures, including ad hoc project reporting, revenue and cost analysis and forecasting.
- 6.** Support Treasurer and external Auditors; and prepare financial summary pack for quarterly Trustee meetings. Lead review and update of ILC Risk Register.
- 7.** Provide line management support for the internal part-time bookkeeper and act as main liaison for any external finance service providers.

Key Skills

- 1.** Desirable: at least 5 years post professional qualification, e.g., ACA, ACCA, CIMA or similar, or be Qualified by Experience.
- 2.** Essential: Competent with cloud accounting packages – specifically QuickBooks and Xero along with expense add-ons. Other ERPs/packages are a bonus.
- 3.** Essential: Understanding of Charity SORP, including Gift Aid, restricted and unrestricted income, revenue recognition, and small companies' statutory reporting requirements.
- 4.** Essential: Strong written and oral communication skills and ability to present decision useful financial information via dashboards
- 5.** Essential: Solid Excel skills; IT literate including basic cybersecurity practice; Microsoft Office.
- 6.** Essential: Able to connect finance information to relevant business needs/uses.

7. Essential: A good understanding of VAT reporting, payment and VAT groups
8. Desirable: Experience reporting to Companies House and the Charity Commission.

Post information

We envisage this post to be a part-time role, between 14- and 21-hours p/week.

This is a permanent contract

Location

Flexible. This role can be fully remote or hybrid.

Hours

Part-time, 14-21 hours p/week

All of our team works flexibly, and we work hard to balance the charity needs with those of our members of staff. We are happy to discuss what sort of working arrangement works best for you.

Salary

£55,000 p/annum (pro-rated)

Start date

ASAP

How to apply

Send a (maximum) two-page CV and (maximum) one page covering letter to recruitment@ilcuk.org.uk ensuring that the name of the position appears in the email subject. We would be grateful if you could confirm where you originally saw this advert.

Your covering letter should encompass why you want to work for ILC-UK, your expertise and experience for the post as well as your enthusiasm for impacting public policy change.

Key dates

Application deadline

We will be accepting applications until 5pm, 30 August 2024, but reserve the right to fill the position before this date.

Interview date

We will be interviewing throughout the campaign, so interested candidates should apply as soon as possible. We can hold interviews in-person or remotely.

Shortlisted candidates

If your application is shortlisted for an interview, you will be contacted by a member of ILC-UK to arrange an interview time that is convenient for you and for the interview panel.

If you are invited to attend an interview, you may be asked to write two paragraphs on what you would include in a monthly financial dashboard; and pose one question about our 2023 finances that you did not see clearly from our [2022-23 annual report](#).

Shortlisted applicants will be asked to provide evidence of their eligibility to work in the UK.

Unsuccessful candidates

If your application is unsuccessful, you will be notified by a member of the ILC team.

Work for us

Some of the staff benefits we have in place at the moment include:

Holiday entitlement

ILC employees are entitled to 25 days annual leave per year (pro rata), plus normal bank and public holidays. The ILC holiday year runs from 1 April YYYY to 31 March YYYY and is accrued on a daily basis.

Birthday annual leave

Employees are entitled to take their birthday as annual leave in addition to their normal holiday entitlement. This leave must be taken within five working days of a staff member's birthday and cannot be accrued.

Working from home

At ILC we like to be flexible, especially under the current coronavirus pandemic circumstances. Staff are invited to work in the office or from home, as they feel comfortable, and we are well set-up to maintain internal communications through Microsoft Teams.

Flexible working

It is ILC's policy to try to be flexible on working patterns for all employees.

Training and staff progression

Staff are encouraged throughout their time in the organisation to discuss internal opportunities and any additional training they may wish to undertake. In addition to this, we hold formal appraisals in February each year and quarterly reviews throughout the rest of the year. We give all staff, permanent and temporary, the space and guidance to grow and develop their careers and skills.

Family leave

We are supportive of employees with children through the provision of maternity, paternity, adoptive parents' leave and shared parental leave. We offer an enhanced maternity package to employees with at least three years of continuous service.

Loans

Staff with a contract of employment of 12 months or more are eligible to apply for an annual interest-free season ticket loan or a bike loan.

What it's like to work at ILC

"I'd thoroughly recommend working at ILC to anyone who wants to develop their communication skills and learn plenty of new ones.

This is a very varied role where no two days will be the same - one day you might be inviting a Minister to speak at an ILC event, the next drafting a press release responding to some breaking news in the ageing sector.

For a small organisation, ILC punches well above its weight in terms of the quantity and quality of work they produce. The entire team have managed to successfully create and maintain a supportive environment to work in which everyone's views are valued equally no matter your age or experience."

Liam Hanson, Former Communications and Engagement Officer

As Head of Operations, I am part of our small Senior Leadership Team and work closely with the ILC Board of Trustees.

My role is diverse and exciting. I've arranged events in the Houses of Parliament, Downing Street, and the Science Museum, along with smaller more intimate dinners, breakfasts and lunches. I attend meetings with funders and stakeholders at all levels and have had opportunities to travel from early in my employment with ILC.

In my thirteen years at ILC, I have been promoted several times, from Office and Events Assistant to Coordinator, Manager and now Head of Operations. The organisation has always given staff, both permanent and temporary, opportunities to grow and learn. We are encouraged to attend external events and courses and I am often nudged out of my comfort zone which, although daunting, is exactly what I need.

As a trained actor, I took on various temping roles throughout my acting career, so joining ILC as a permanent member of the team was a big leap for me, and one that I am so pleased I took.

The organisation and the team have always been so supportive, providing guidance and encouragement throughout. We have such a dedicated team who are passionate about the work we do that one can't help but be influenced by this. I also received an incredibly warm and supportive welcome back in 2017 (and again in 2021) after maternity leave which helped tremendously with the transition from 'new mum' to 'new working mum'.

ILC has been, and continues to be, a great organisation to work in and I cannot recommend it enough.

Lyndsey Gorely, current Head of Operations

"On my first day as an Intern at the ILC I was taking calls from 10 Downing Street.

On my second day I walked through that famous black door and discussed the impact of our rapidly ageing society with Parliamentarians. One month later I had back-to-back meetings in Brussels and Berlin to contribute to international health summits and three months later I was talking about ILC research live on the BBC's Sunday Politics.

I joined the ILC as a Policy, Communications and Events Intern in September 2015 having previously worked for a candidate in the 2015 General Election and having recently completed a Masters. I

joined because I was keen to work across policy areas and disciplines for an organisation committed to public service. From my first day at the ILC I was entrusted with a degree of responsibility I imagine few interns enjoy.

Brilliant international colleagues drawn from politics, academia, City institutions and charities asked me what I would like to do at the ILC and then provided the support I needed to learn new skills and develop existing ones. Early on I was encouraged to suggest ideas for new research, practice project and event management and collaborate with a broad range of stakeholders to deliver new research and analysis.

I was able to try my hand at speech writing for our Chief Executive; writing research proposals; organising international events; managing a large social media presence; writing press releases and speaking to the media and representing the ILC at high-level meetings with senior policy-makers.

I've been fortunate enough to contribute to exciting and original work on the future of health and social care, economics and finance, housing and communities and transport and infrastructure. The ILC provides a valuable public service as the nation's leading think-tank focusing on rapid population ageing and what happens next and its close-knit team continue to shape public policy and discourse.

During my time at the ILC I have been promoted from Intern to Policy and Public Affairs Assistant, Officer and Manager. I've travelled from San Francisco to San Servolo, Brussels to Abu Dhabi to discuss work with which I am proud to have been associated. Working at the ILC is a great way to begin or develop a career in public policy and learn from an inspiring team of colleagues."

Dave Eaton, former Policy and Public Affairs Manager

"As a freshly-graduated Masters graduate (in Medical Anthropology) I joined the International Longevity Centre-UK as an intern in September 2010 and stayed a member of the team until June 2014. During that time I worked initially as a Research Assistant and later Research Officer, before moving over to a role focussed on communications across the whole think tank.

When I first started I was looking for a way in which I could be a researcher in such a way that had a positive impact on the outside world – and where communication with decision-makers was as much part of the process as the research itself. It's a bit too easy to just speak to other researchers when you work in academia, so think tank research felt like a better option for me. A main draw to ILC-UK was the standards they hold themselves to across their research. There's a lot of shoddy "evidence" bandied around in the name of evidence-based policy making and being part of a body of organisations and institutions quietly but firmly pushing back against this was just what I was after.

One of the great advantages of working in an organisation that explores a cross-cutting issue like population ageing is the exposure it gives you to different areas of policy. My starting interests were in health and social care, but during my time at ILC I also worked on projects on rural and community planning, intergenerational relationships – particularly those within the LGBT community, and employment policies, among many others. I was also able to work on projects close to my heart – like co-editing a collection of essays on women's experiences of ageing and reflections on an ageing society from a feminist perspective.

As it was my first post-graduation job, it's easier now, looking back, to reflect on the things about ILC-UK that made it such a good place to work – and how those set it apart as an employer. Chief among these assets is a great team of people who genuinely enjoy working together and with shared values for raising important issues and producing the best possible work together. As well as

having some great working relationships during my ILC time I still consider my former colleagues as friends first and foremost.

Being part of a great team isn't just a nicety – it builds the groundwork for a great deal of trust within the organisation. In a small team working under deadlines and with external factors like parliamentary sessions setting your agenda, being able to trust my colleagues and knowing that I'm trusted to get on with my job means that things work smoothly despite these pressures. At an individual level, this translates into being given responsibility for your projects sooner rather than later. Even as an intern I was managing externally funded projects – knowing that there was support if and when I needed it. This was instrumental in building my confidence and initiative when working independently – skills I've probably used every working day since!

A highlight of my ILC-UK time was working with members of the International Longevity Centre Global Alliance – you learn not only about how different countries are experiencing population ageing but also about different political and policy systems and how to bring about change in different settings. Throughout my time with ILC I attended several international conferences, delivering presentations and representing the organisation from Dublin to Prague, Hyderabad to Tokyo. Not to be sniffed at for a first job!

The support I received as a member of the team was particularly impressive when you consider the size of the organisation. Time and efforts were put in by my colleagues to help me skill up and to access external training when required. There is a culture of skill-sharing and a desire, from Board level down, to see people do well within the organisation. I gained a huge amount from working there and would heartily recommend ILC-UK as an employer and my friends and former colleagues as your future co-workers."

Jessica Watson, former Policy and Communications Manager