



SANDWELL

Finance Development Accountant

Candidate Pack

RB42297 | £55,609 - £59,025 per annum



*Recruitment led by retained search agents, **Robertson Bell***



Introduction

Sandwell Council is partnering with Robertson Bell in the recruitment of a Finance Development Accountant on a permanent basis. This is an important role within the Finance and Transformation directorate, focused on supporting service improvement, strengthening financial capability across the organisation, and driving consistent, high quality financial practices.

You will work closely with finance colleagues and wider stakeholders to support the development of people, processes and systems, helping to embed best practice and support the Council's ongoing improvement journey.

The Organisation

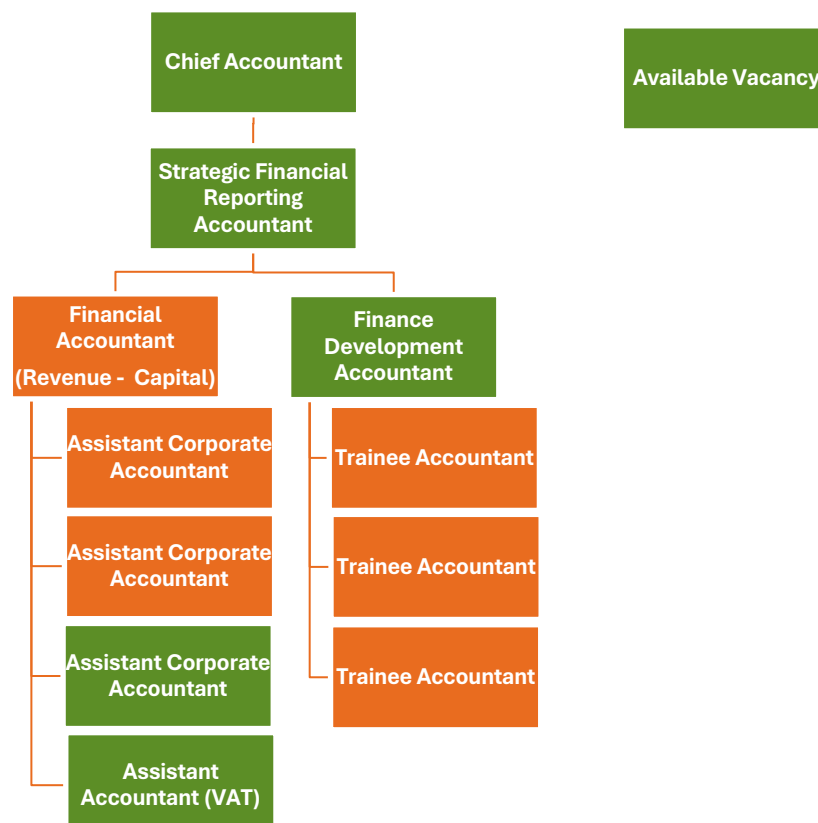
Sandwell is a metropolitan borough in the Black Country, made up of six towns – Oldbury, Rowley Regis, Smethwick, Tipton, Wednesbury and West Bromwich.

Located in the West Midlands, Sandwell borders Birmingham city, Dudley borough, Walsall borough and Wolverhampton city. The borough has excellent access to the national motorway network with five junctions feeding into the M5 and M6 motorways serving the South West, South East and North West regions of the UK.

Sandwell also benefits from a mainline train station – Sandwell and Dudley and the Midland Metro. The borough has 1,200 hectares of parks, playing fields and local green space, and over 30 miles of canals.

Sandwell Council is on a powerful journey of improvement and transformation. Having become the fastest council ever to exit intervention, and shortlisted for *Most Improved Council* at the 2025 LGC Awards, they are proud of the progress they're making and the direction they're heading. The Finance team is growing and ambitious, with a strong focus on learning and development, supporting colleagues to build rewarding careers while helping shape outstanding public services. As they work towards becoming a CIPFA-accredited employer, this is an exciting time to join a team that values talent, invests in people, and is committed to excellence.

Finance Structure





Job Description

Post	Finance Development Accountant
Responsible to	Strategic Financial Reporting Accountant
Advert Reference	RB42297
Contract Type	Permanent
Service Area	Finance
Salary	£55,609 - £59,025 per annum
Location / Base	Hybrid working with requirement of 2 days per week in office (minimum)

Job Summary

The Finance Development Accountant within the Financial Reporting and Regulatory Team will work alongside the Strategic Financial Reporting Accountant to ensure the effective financial management of the functions under the remit of the post and provide financial advice and challenge to support delivery of services and achievement of Corporate Plan objectives.

The role will be responsible under the guidance of the Strategic Financial Reporting Accountant for the technical financial aspects of the area it supports which will include for example, development of training plans for finance and non-finance staff, maintaining the Council's Financial Regulations, leading on relations with CIPFA, ensuring CPD activities are undertaken across Finance, leading on development of the council's finance system and improving the finance offer for staff across the Council.

The postholder will play a key role in supporting the Council's change and transformation activities by providing strategic financial advice and guidance and offering innovative and creative solutions.

Current Duties and Responsibilities

- To have a detailed understanding of relevant legislation and underlying concepts and principles of Local Government Finance in particular the technical areas of the statement of accounts (revenue and/or capital).
- Understand and interpret current and proposed accounting standards, ensuring compliance across the organisation including relevant training is developed for all finance staff and departments where appropriate. To provide strategic financial advice to senior management on the potential impact of any changes to accounting standards
- To ensure that appropriate financial procedures are in place and to be the lead on maintaining and updating the Council's Financial Regulations and Budgetary Framework working with procurement colleagues to ensure they operate effectively, working with service areas to address any areas of weakness. To highlight to the Strategic Financial Reporting Accountant where this is not the case
- Lead on the relationship with CIPFA as the public sector accounting body, ensuring continuing professional development (CPD) activities are undertaken across Finance and that CIPFA accreditation can be obtained
- Lead on the development of training plans for staff within the service and be responsible for the co-ordination of finance trainees and apprentices
- Lead on development of the Council's overall finance system (general ledger, accounts payable and receivable), including the development of new reports
- Reviewing finance processes across the Council to identify and lead on implement efficiencies, and improving the finance accountancy offer



- Work closely with the Strategic Financial Reporting Accountant on the corporate financial reporting process for the council and ensuring that both finance and non-finance staff have appropriate training to undertake their roles
- Lead on the oversight of the chart of accounts and any proposed changes, working with the Financial Accountant (Revenue/Capital) to review and liaising with the Oracle systems team who will be responsible for the maintenance of the chart of accounts within the system
- To take ownership of management responsibilities within the service area and deliver the objectives and priorities of the Council, through engagement, consultation and negotiation with all stakeholders, utilising highly developed skills of persuasion
- To maintain and develop professional knowledge, skills, and experience to further enhance service delivery and support colleagues both within the service area and Council wide
- To support the Strategic Financial Reporting Accountant in the motivational leadership of teams ensuring clarity of direction, effective communication and the development of employee's full potential. This will include deputising for the Strategic Financial Reporting Accountant where appropriate
- To devise and implement creative and innovative solutions to a wide range of challenges
- To develop and produce policies and strategies relating to the service area and ensure that decisions are evidenced and supported by sound technical principles
- To support the Strategic Financial Reporting Accountant with annual Business Planning to achieve objectives and service improvement
- To support the Strategic Financial Reporting Accountant on service development the service area ensuring that both strategies and services are fit for purpose and are future proofed (as much as possible) against changing circumstances
- To produce and present accurate detailed and complex reports, articles and briefings both verbally and in writing on matters relating to the service area. This will often involve delivering potentially contentious communications to a wide range of audiences
- To have highly developed time management skills that will ensure the compliance to demanding and challenging timescales
- To adopt a collaborative, supportive, and challenging and, where appropriate, hands on approach, in providing advice, support and guidance on both established internal policy and external regulations or legislation to colleagues across the Council and to partner organisations
- To hold regular performance management meetings with individuals to review performance and delivery of objectives within agreed timescales
- To be proactive in implementing effective remedial actions to ensure all finance service objectives are delivered on time and within budget. The role will also be instrumental in providing financial advice linked to remedial actions around delivery of objectives for the service area which they support
- To participate in the operation of the Council's Appraisal Scheme.
- Championing and executing an open culture of Equality, Diversity and Inclusion (EDI) throughout the council which reflects the council's policy, values and behaviours.
- Such other duties as may be appropriate to achieve the objectives of the post to assist the Service Area in the fulfilment of its objectives commensurate with the post holder's salary grade, abilities and aptitudes.
- The post holder must at all times carry out his/her responsibilities with due regard to the Council's policy, organisation and arrangements for Health and Safety at Work.

Person Specification

Qualifications

- CCAB Qualified with evidence of Continuing Professional Development.

Experience

- A minimum of 3 years relevant experience in a finance role with preferably some in a Local Government setting:



- Experience of supporting the closure of accounts
- Direct experience of managing teams.
- Experience of managing tasks involving others.
- Experience of developing and delivering finance training
- Experience of managing and developing individuals and teams to deliver the outcomes of the Directorate Business Plan and Corporate Plan.
- Experience of effective financial management and delivering financial advice at a strategic level across services
- Experience of building effective partnerships, negotiating and consulting with internal and external stakeholders.
- Experience of working with general and or occasional guidance

Training

- Facilitation skills.
- Interpersonal and communication skills.
- Presentational skills.
- CCAB qualified and evidence of Continuing Professional Development
- Training in the Councils financial systems and processes
- Keeping up to date with Local Government Finance and Accountancy regulations

Special Knowledge

- Detailed understanding of underlying concepts and principles of the specific area within which this job operates.
- Knowledge of and ability to utilise Microsoft office based packages (e.g. Power point, excel, word).
- Knowledge of and ability to use financial systems

Circumstances (personal)

- Ability to attend evening meetings if required.
- Ability to travel to all parts of the borough.
- Flexibility and willingness to work with changing and conflicting demands

Values & Behaviours

- Ability to work well with others at all levels within the organisation.
- A confident, outgoing, enthusiastic and tenacious approach to work.
- A creative thinker who is able to challenge the thinking of others
- To adopt a flexible working style to manage across a broad range of areas and projects within the service area as required. Working in collaboration with other team members and contributing to all activities.
- Ability to motivate and influence others at all levels through positive relationships.
- Ability to work flexibly across areas of diversity

Practical and Intellectual Skills

- Ability to communicate at all levels through an approachable manner.
- Ability to present complex information verbally, in writing or numerical format to a high standard to a variety of audiences.
- Able to present a positive image of the service and the Council.
- Ability to manage own time effectively and to work to defined deadlines.
- Able to grasp complex and difficult concepts quickly and interpret them effectively.
- To have highly developed time management skills that will ensure the compliance to demanding and challenging timescales.
- Has an innovative and analytical approach to problem solving



Benefits

We really value the hard work and commitment of our employees, which is why we offer lots of benefits to suit different work and personal circumstances and a working environment that encourages and inspires excellence. Here's what's on offer if you work at Sandwell Council:

- An Exclusive Employee Benefit Retail Discount Portal.
- Phones and Computers.
- Salary Sacrifice.
- Minimum of 31 Days Annual Leave Entitlement (Including 2 Extra Statutory Days Over Christmas).
- Additional Annual Leave Upon Completion of 5 Years' Service (Increase to 36 days).
- Annual Leave Purchase Scheme.
- Free Support via an Employee Assistance and Counselling Service.
- Access to the Local Government Pension Scheme.
- Flexible Working (Flexi Time Scheme).
- Smart Working.
- Car Parking.
- Cycle to Work Scheme.

The Application Process

Please find out more and apply by visiting our dedicated microsite online here, in line with the timescales below. Please submit a CV to our retained search agent, Robertson Bell. Applications will be under continuous review before the closing date, so please submit your CV ASAP to avoid disappointment!

<i>Application Closing Date</i>	Sunday 22nd February 2026
<i>Shortlist Delivery</i>	To be confirmed
<i>Interview Dates</i>	Week commencing Monday 9th March 2026

For further information contact our team at sandwellcouncil@robertsonbell.co.uk or 0203 824 7100.