



- Role:** Head of Finance
- Salary:** £60k-£65k (Depending upon Experience)
- Hours:** Full time.
5 days over 7. Average 36hrs per week plus 1hr per day unpaid break.
- Contract:** Permanent, full time
- Location:** Plas y Brenin, National Outdoor Centre, Capel Curig, Wales
- Workplace:** Expected at least 4 days per week in the Centre, with working from home 1 day per week permissible.
- Holidays:** 28 days per year inclusive of bank holidays
- Pension:** Automatic enrolment onto NEST pension programme
- Other:** Employee Assistance Programme



Role Profile

Title: Head of Finance

Reporting to: Chief Executive Officer

Direct Reports: Finance Team (currently two direct reports)

About the Role

Reporting directly to the CEO, the Head of Finance will provide strategic financial leadership while maintaining hands-on oversight of the day-to-day operations of the finance function for the National Outdoor Centre at Plas y Brenin. As a key member of the Senior Leadership Team, you will provide financial management and insight that supports informed decision-making, organisational and commercial performance and long-term sustainability.

This is a hands-on leadership role within a lean £4m+ organisation. You will be responsible for ensuring robust financial control, effective governance, accurate reporting and excellent financial planning, whilst leading the ongoing transformation of the finance function.

The role will cover both the charitable activity of the Centre (Mountain Training Trust) and all commercial activities (Mountain Training Ltd).

This is an opportunity to lead a finance team that not only delivers exceptional financial stewardship but is a trusted strategic partner to the wider organisation.

Key Responsibilities

Strategic Financial Leadership

- Act as finance business partner to the CEO, Senior Leadership Team and Board of Trustees.
- Develop and deliver the organisation's financial strategy in support of its charitable objectives, commercial activities and long-term sustainability.
- Support decision-making through robust financial analysis and constructive challenge.
- Present financial reports, forecasts and recommendations to the Senior Leadership Team, Sport England, the Board of Trustees and other stakeholders where required.

Financial Management

- Lead the preparation of timely, accurate monthly management accounts with insightful commentary on financial performance and key business drivers.
- Lead the annual full and departmental budgeting process and rolling forecasting cycle.
- Produce meaningful financial analysis of all departments to support operational and strategic decision-making.
- Maintain oversight of all financial accounting activities including payroll, VAT (including partial exemption and Group VAT returns), balance sheet reconciliations and statutory reporting.
- Develop a clear understanding of the operational requirements of commercial departments providing financial analysis to assist with effective management and growth of those areas.
- Prepare annual statutory accounts and ensure compliance with all relevant accounting standards and regulatory requirements.

Cash Flow, Treasury and Financial Planning

- Take ownership of the organisation's cash flow management and treasury activities.
- Develop and maintain robust short, medium and long-term cash flow forecasts to support operational resilience and strategic planning.
- Monitor liquidity, working capital and reserves, identifying risks and opportunities and recommending appropriate action.
- Provide proactive financial planning to ensure the organisation maintains a strong and sustainable financial position.
- Manage relationships with banks and other financial institutions.

Governance, Risk and Compliance

- Maintain robust financial controls and governance arrangements across the organisation.
- Ensure compliance with charity accounting requirements, tax legislation, statutory reporting and financial regulations.
- Lead and coordinate the annual audit, acting as the main contact for external auditors.
- Support the CEO and Board with company secretarial responsibilities as required.
- Maintain and regularly review financial policies, procedures and delegated authorities.

Finance Transformation and Systems

- Lead the ongoing development of the finance function, ensuring it is efficient and aligned with organisational priorities.
- Review and improve finance processes, controls and reporting to increase efficiency, accuracy and value.
- Identify opportunities to automate financial processes and improve management information.
- Develop meaningful financial dashboards and reporting that support better decision-making across the organisation.
- Ensure finance systems integrate effectively with wider business operations where appropriate.

Leadership

- Lead, develop and inspire the finance team, supporting a culture of accountability, collaboration and continuous improvement.
- Coach and mentor team members, supporting their professional development.
- Build financial capability across the organisation by working closely with budget holders and managers.
- Foster positive relationships across all departments and with external stakeholders.

Stakeholder Management

- Build trusted relationships with Trustees, auditors, banks, legal advisers, funders and other external partners.
 - Support funding applications and grant reporting through high-quality financial analysis.
 - Contribute to cross-functional projects and organisational initiatives.
 - Promote financial awareness across the organisation, enabling managers to make informed commercial decisions.
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General Responsibilities

- To play a full role as a member of the PyB Senior Management team contributing to supporting the overall aims and goals of the whole organisation.
- To support the MTT and MTL Boards and Committees to maintain a highly effective form of governance through clarity of reporting - notably working closely with the Chair of Audit, Risk and Finance Committee.
- To maintain knowledge of sector developments and ensure that PyB is at the forefront of current operational good practice.
- To maintain and demonstrate a positive and supportive attitude to the organisation as a whole and to colleagues and volunteers working within it, and to represent the organisation externally in a positive manner at all times.
- To maintain continuous professional development.
- To maintain one's own health and wellbeing through workload management and utilising any support services available.
- Any other duties commensurate with the role



Person Specification

Role: Head of Finance

Essential

- Fully qualified accountant (ACA, ACCA or CIMA) or relevant experience at a senior level.
- Significant post-qualification experience in a senior finance leadership role.
- Experience leading a finance function and managing a small team.
- Experience producing high-quality monthly management accounts, budgets and forecasts.
- Significant experience of cash flow management, treasury oversight and financial planning.
- Experience of providing financial reporting for relevant commercial departments or activities.
- Proven ability to develop and maintain robust cash flow forecasting models.
- Experience preparing statutory accounts and leading external audits.
- Experience developing and improving financial controls, processes and reporting.
- Experience leading finance transformation, process improvement or organisational change.
- Experience working closely with senior leaders and presenting financial information to Boards or Trustees.
- Experience managing relationships with auditors, banks and professional advisers.

Knowledge & Skills

- Excellent technical accounting knowledge.
- Strong commercial awareness and strategic thinking.
- Excellent financial planning, modelling and analytical skills.
- Strong understanding of treasury management and working capital.
- Excellent communication skills with the ability to explain financial information to non-financial audiences.
- Confidence to influence and constructively challenge senior stakeholders.
- High levels of integrity, professionalism and attention to detail.
- Strong leadership and people development skills.
- Excellent IT skills, including advanced Excel and experience of cloud-based finance systems.

Desirable

- Experience within the charity, not-for-profit, hospitality, leisure or outdoor sectors.
- Knowledge of Charity SORP and restricted fund accounting.
- Experience of grant funding and grant reporting.

- Experience leading a finance system implementation or migration.
- Working knowledge of Xero/Sage, or other cloud-based accounting systems.
- Active interest in the outdoors and belief in the benefits of participation in outdoor activities.

Personal Attributes

The successful candidate will demonstrate:

- Strategic thinking with a pragmatic, hands-on approach.
- A passion for continuous improvement and organisational development.
- Strong commercial judgement balanced with an appreciation of the organisation's charitable purpose.
- Resilience and adaptability in a changing environment.
- Positive and supportive team member and team leader.
- Collaborative leadership with the ability to build credibility and trust quickly.
- Confidence to make decisions and challenge appropriately while maintaining strong working relationships.

N.B. Candidates must have the right to work in the UK

How To Apply

Role: Head of Finance

Please send an up-to-date CV (3 pages max) and a cover letter (2 pages max) saying how you meet the criteria in the Person Specification and how you can fulfil the requirements of the Role Profile, giving examples where possible from previous roles.

Please ensure your CV explains why you have moved from one role to another and also covers any breaks in employment. Please include a paragraph about why you would like to work at Plas y Brenin, and what you could bring to the role and the organisation.

Please don't just send a CV without a covering letter.

Send CV and Cover Letter to: **joinourteam@pyb.co.uk**

Closing Date: 12.00pm Mon 10th August 2026

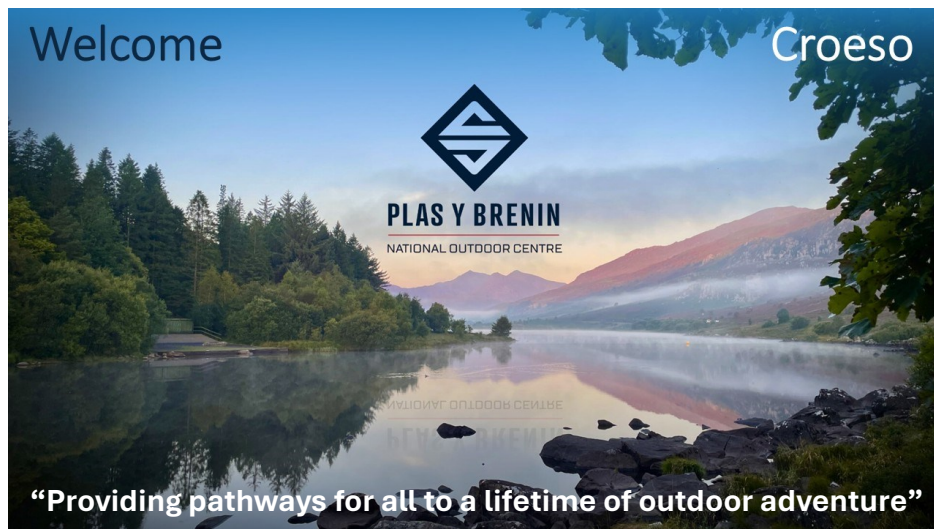
If you would like to have an informal conversation about the role please contact Andrew Jarvis, our interim consultant Finance Director, on andrew.jarvis@pyb.co.uk, who can then arrange a call.

Interviews are likely to take place in person at Plas y Brenin the weeks beginning **17th August 2026** or **24th August 2026**.



Why Join Plas y Brenin?

The Place and The Organisation



Plas y Brenin is the UK's National Outdoor Centre, located in the heart of **Eryri**, surrounded by iconic mountain landscapes including Yr Wyddfa and the Llynau Mymbyr lakes. Enjoying one of the most stunning locations in the National Park, with a world famous view of Yr Wyddfa (Snowdon), our home in North Wales is a beautiful Grade 1 listed building, which houses over 30 bedrooms, a café bar and dining room, meeting and classrooms, a climbing wall and bunk houses all set in gorgeous grounds.



Plas y Brenin has a rich and distinctive history. Originally built in 1801 as the Capel Curig Inn by Lord Penrhyn, the site became a renowned hotel frequented by notable visitors including Queen Victoria and other members of the Royal Family. In 1955, it was repurposed as a national recreation and training centre and renamed Plas y Brenin, meaning "The King's Mansion".

Since then, it has developed into the UK's leading National Outdoor Centre, widely regarded as the "gold standard" for outdoor leadership training and development. Today it is operated by the Mountain Training Trust on behalf of Sport England, delivering world-class skills and professional qualification courses in climbing, mountaineering, paddling, mountain biking, and leadership development.

We also deliver many outdoor residential experiences for schools, and through our Mountain Adventure Fund for groups from disadvantaged areas across England and Wales.

The Mountain Training Trust

Plas y Brenin is managed by the Mountain Training Trust (MTT), a charity founded in 1997 to inspire and educate through adventure. Widely recognised as the heart of British mountaineering, the centre is managed on behalf of Sport England and has long been a place where outdoor leaders, coaches, and instructors are trained to a high level of skill and professionalism.

MTT was created by three founding organisations – the British Mountaineering Council, Mountain Training UK & Ireland, and Mountain Training England – following a tender process in 1996 to take over the management of Plas y Brenin from the Sports Council. Alongside MTT, our trading subsidiary Mountain Training Limited (MTL) was established to deliver the operational contract and continues to support our charitable objectives.

Why work at Plas y Brenin?

Working at Plas y Brenin means being part of a nationally significant organisation with a unique legacy and purpose. Set in one of the UK's most spectacular mountain environments, the Centre exists to develop people, build leaders, and expand access to the outdoors for all. This is a rare opportunity to work in a truly unique organisation, set within one of the most inspiring natural environments in the UK.

This role offers the chance to make a significant contribution to a charity that combines:

- A national role in outdoor leadership, skills and safety training
- A mission to improve wider wellbeing and access to the outdoors for all
- A positive, exciting working environment surrounded by the landscapes of Eryri National Park



Why this role?

This is a unique opportunity to shape the future of finance at one of the UK's most iconic outdoor organisations.

As Head of Finance, you will play a pivotal role in the organisation's future success. You will lead the finance function through an exciting period of transformation, modernise systems and processes, influence strategic decision-making and help ensure the long-term financial sustainability of Plas y Brenin.

If you are an ambitious finance leader who enjoys combining strategic thinking with operational delivery and wants to make a lasting impact, we would love to hear from you.