



Head Of Finance

Job Description & Application Pack

July 2025

Christian Jobs
Work With Purpose

 **Kingdom Bank**

Welcome

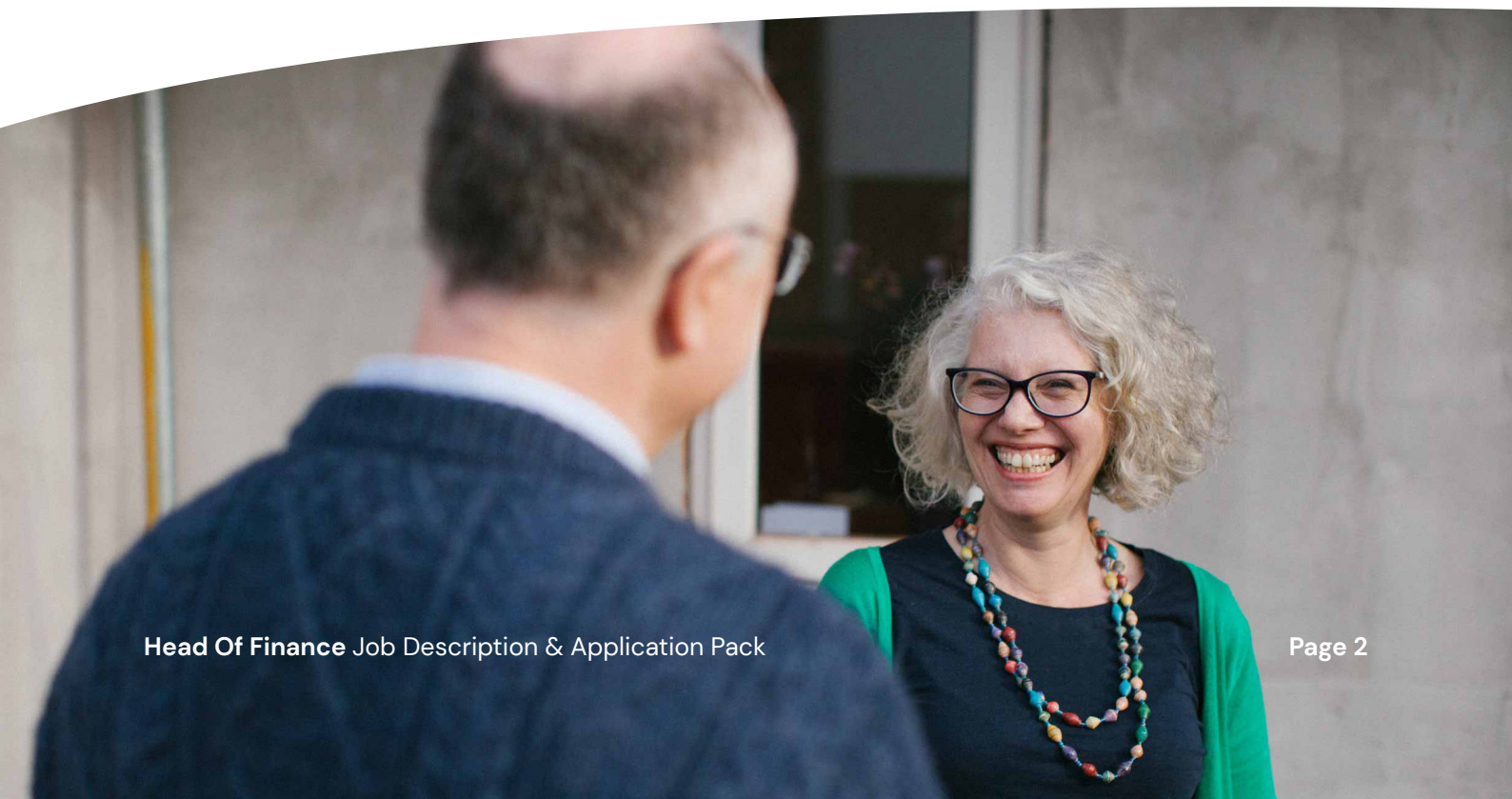
Thank you for your interest in applying for the role of Head of Finance at Kingdom Bank.

Our passion is to be providing UK churches with financial services. In particular, we serve evangelical churches which stand for the lordship of Jesus Christ on the authority of the Bible. The nature of this role is such that there is an Occupational Requirement for the successful applicant to be a committed Christian.

The Bank is a close-knit team of around 50 people. This size gives each of us the opportunity to be involved in a broader range of activities than might be the case at a larger financial organisation. Our culture is to be hard-working and professional, yet informal and caring. Team members take responsibility for balancing flexibility in their individual working patterns whilst supporting each other and delivering great customer service. We are committed to training and development, and to progression wherever possible.

If you believe that you have the skills and the passion to join the Kingdom Bank team, please do apply. We look forward to hearing from you.

Matt Slack
Chief Financial Officer



Company Profile

Our history

Kingdom Bank exists to help churches grow. This has been our mission throughout our history as the Bank has evolved and grown.

Our story began in the early 1950s when George Oldershaw, a pastor in the Assemblies of God fellowship, identified a need for newly planted congregations to have the means to purchase their own premises. Facing hesitancy from High Street banks to lend to churches, Oldershaw came up with an innovative solution: the Assemblies of God Property Trust.

Wanting to widen its services to the whole of the UK Church, Kingdom Bank was launched as a wholly owned subsidiary of the Charity on 1 January 2005, authorised and regulated by the Financial Services Authority.

The Trust provided a way for congregations who were better established to deposit money which could then be lent to newer fellowships. Over the decades, the organisation continued to grow and fulfil its mission of funding church growth across the UK. It was authorised by the Bank of England – and, subsequently, the Financial Services Authority – in the 1980s.

In 2020, Kingdom Bank entered a new chapter and was acquired by a group of Christian investors, including UK charity Stewardship and a consortium of individuals. With a shared passion to see churches, charities and Christian workers thrive, this new, shared ownership, has positioned the Bank towards growth and to lend more than ever before.

Our products and services

The business of the Bank primarily consists of mortgages to churches, ministry workers and Christian charities. In conjunction with this, the Bank provides a range of savings and deposit accounts, designed to provide Christian individuals and organisations with a way to save whilst putting their money to work for the Kingdom. We also encompass Kingdom Bank Insurance Brokers, specialising in finding churches and charities the cover they require for their ministries. Most recently we have launched a Property Services consultancy operation, designed to serve churches with acquiring and developing property for their ministries.

Role Terms & Conditions

Job Title: Head Of Finance

Salary: £55,000 – £65,000

Hours: 35 hours per week

Location: Beeston, Nottingham (Hybrid)

Reports To: Chief Financial Officer

The following are the main terms and conditions for the role. Further details can be provided on request.

When you'll work

35 hours per week (part-time hours will be considered), generally expected to be worked Mondays to Fridays and between 8.30am and 5.30pm. Working pattern to be agreed with the line manager under the Bank's flexible working policy.

32 days paid holiday (excluding bank holidays).

Where you'll work

A requirement for this role is for at least one office-based day per week, based at the Bank's office: Media House, Padge Road, Beeston, Nottingham, NG9 2RS. Remote working arrangements by agreement with the line manager under the Bank's flexible working policy. Remote workers are responsible for covering commuting and accommodation costs when attending the office.

Salary & Benefits

Salary, dependent on skills and experience, between £55,000 and £65,000.

Salary sacrifice pension scheme: 9% of salary (up to £50,000) on an unmatched basis and up to 4% of total salary on a matched basis.

Other benefits in accordance with the Bank's People Policy on completion of probation, including travel loan scheme, electric vehicle salary sacrifice leasing scheme, payroll giving scheme, additional holiday purchase, private medical insurance and death in service benefit.

Probation

The post is subject to a six months' probation period.

Occupational Requirement

This role has been assessed as carrying an Occupational Requirement for the post holder to be a committed Christian.

Job Description

Whilst upholding the Bank's three priorities of Quality, Culture and Growth and in accordance with our Mission Statement and Code of Conduct:

- to support the Leadership Team ('LT') and the Board by preparing, developing and analysing management information in a timely, accurate and relevant manner;
- to support the Chief Financial Officer in ensuring that effective systems and controls are maintained to enable the Bank to meet its legislative and regulatory obligations at all times.

Quality

We seek to deliver high quality across every aspect of the Bank's activities:

- Maintain the positive relationship of trust with our regulators including meeting all regulatory reporting requirements on time and accurately.
- Maintaining and developing effective financial systems and controls to enable the Bank to continuously meet its legislative and regulatory obligations.

Culture

We want the Bank's mission and core values to be evident in both what we do and the way we behave:

- Managing the Finance team, supporting their ongoing development and modelling the Bank's values to them.
- Working with other members of the Wider Leadership to ensure effective communication of mission, core values and strategy across all levels of the Bank team.
- Being a Christian witness in both the workplace and the community in the course of your duties.

Growth

We want to achieve sustainable profitable growth in line with the Bank's mission and every team member has a role to play in this:

- Supporting the other Bank teams in achieving sustainable profitable growth by delivering timely and accurate management information.
- As Chair of the Treasury Committee, managing the Bank's liquid resources and cashflow to ensure payments are made on time and surplus liquidity is invested in accordance with the Bank's Treasury Policy.

Job Description

Main Responsibilities

- Providing Christian leadership to the small Finance team, including:
 - being a role model of the organisation's value of 'Honouring God' to the Finance Team;
 - leading the monthly Finance Team meeting including sharing the Bible and leading prayer;
 - being responsible for overseeing the pastoral wellbeing of the Finance team;
 - praying for the Finance Team;
 - assisting and encouraging Christian members of the Finance Team to maintain and develop an active prayer life in connection with the Bank's work and to live out their Christian faith at work; and
 - being responsible for recruitment, performance reviews, training and development of Finance Team members.
- Being responsible for the outworking of the Bank's Business Plans as relevant to the Finance team, in line with the Bank's Christian mission and values.
- Implementing the Bank's policies in line with its Christian values and regulatory requirements.
- Attending and participating in quarterly Wider Leadership Forum prayer meetings.
- Contributing to a collective promotion of Christian motivation and practice in the Bank's work and working relationships, and contributing to a working environment of mutual Christian encouragement and growth;
- Helping the Bank to maintain and develop a cohesive Christian community within the workplace;
- Ensuring the timely and accurate submission of regulatory returns to the financial services regulator;
- Ensuring compliance with internal financial procedures and controls and developing these in line with changes to accounting and financial services regulations, corporate governance procedures and risk management, to ensure continued good practice;
- Preparing monthly management information to tight deadlines;
- Managing cashflow and chairing the Bank's weekly Treasury Committee meeting;
- Submission and review of payroll information to the Bank's external payroll bureau;
- Supporting the Chief Financial Officer in liaising with the Bank's external auditors and acting as a focal point for queries and work scheduling;
- Assisting the Chief Financial Officer in the preparation of the Bank's statutory accounts;
- Providing information to the external tax advisors to assist in preparing the Bank's corporation tax return;
- To prepare budgets, financial projections and cash flow forecasts; carry out stress testing and identify cost pressures for LT and Board decision making;
- To agree and implement internal controls and responses to audit recommendations in conjunction with the Chief Financial Officer;
- Budget holder for the Finance Team budget;
- Any other tasks relevant to the role grade as needed from time to time.

Job Description

Supervision Of Others

- Manage six direct reports including the Financial Accountant, Senior Finance Officers, Finance Officers and the Finance Assistant.

Other Working Relationships

- Working relationships with the LT members, Board and all Team members, especially within the Finance Department.
- Acting as Chair of the Bank's Treasury Committee.
- Member of the Bank's Wider Leadership.
- Attending Executive level Committees when required.

Person Specification

Knowledge & Experience	Essential	Desirable
ACA, ACCA or CIMA qualified.	✓	
Educated to a minimum of 5 GCSE grade A-C (new grade 9 to 4) or equivalent, but more likely to be a university graduate.	✓	
Knowledge of financial services regulatory framework and compliance.		✓
Experience of working with budgets, forecasting techniques, and business control processes, preferably within the finance sector.	✓	
Experience of successfully managing a team.	✓	
High level of planning and analytical ability.	✓	
Well-developed knowledge of office working practices.	✓	
Producing statutory accounts.		✓
Tax compliance (corporation tax, payroll, VAT).		✓
Liaising with external and / or internal auditors.		✓
Experience of pastoral supervision either in the workplace or in a Christian ministry setting.		✓

Job Description

Skills & Cultural Alignment	Essential	Desirable
Good understanding of Microsoft Office products and an understanding of technology systems.	✓	
Able to share the Christian faith (through reading the Bible and leading prayer) in a small context whilst being considerate of there being differing levels of Christian maturity within the workplace.	✓	
Holds and practices an evangelical Christian faith and is fully in agreement with the Evangelical Alliance Basis of Faith in line with the Occupational Requirement under the Equality Act 2010 for the job holder to be a committed Christian.	✓	
Adheres to the Bank's Code of Conduct and upholds the Bank's Core Values of Honouring God, Putting Others First and Committed to Quality.	✓	
Committed to pray for our ongoing work.	✓	

Personal Qualities

- Models a godly and positive attitude to the UK's financial services prudential and conduct regulators.
- Is a gracious, humble and not overbearing servant-leader, who treats people with respect and dignity.
- Self-motivated and can work independently.
- Able to work effectively in a fast-paced environment and prioritise workloads.
- Takes responsibility and ownership and can deliver on projects and meet deadlines/targets.
- Able to work collaboratively/work as part of a team and contribute towards team targets.
- Good interpersonal skills and able to develop professional yet personable relationships with team members at all levels of the Bank and with external stakeholders.
- Able to provide biblical/Christian wisdom and advice to those under your care or with whom you partner.
- Highly accurate with good attention to detail.
- Able to be resilient when under pressure.
- Takes appropriate pride in their work and in delivering quality for the Bank.
- Lives out the Bank's values and is an example to others.
- Proactive and thinks about continuous development in their work.
- Available to work in an office environment for at least one day a week.

Applications

Applicants should enclose a completed Candidate Bio Details Form (attached to the advert) alongside an up-to-date CV.

Applications should be forwarded to: applications@christianjobs.co.uk

All applicants will receive a response within 2 working days.

Please note that we can only consider applications from candidates who have the legal right to work in the UK.



Joe Santry – Christian Jobs, Business Manager

"In my experience of working with Kingdom Bank and speaking with previous and current employees, they stand firmly in the unique space of comprising the best of both the commercial sector and the Christian sector. If you're looking for a senior finance role in an ambitious and innovative business with a desire to further the kingdom and freedom to grow within a close-knit team... get in touch about this role today! I'd love to talk it through with you!"

To learn more about this role, contact joe.santry@christianjobs.co.uk

Code of Conduct

Our mission is to glorify the Lord Jesus Christ by providing distinctive savings, lending and other financial services which advance His Kingdom, changing lives.

This Code of Conduct applies to all members of the Kingdom Bank (the 'Bank') team of full time and part time employees ('Team Members'). All Team Members are expected to sign the Code as part of their onboarding and annually thereafter.

As a Team Member or Associate Team Member,

1. I accept that:

- the Bank is overtly a Christian organisation, with a Mission "to glorify God by providing financial services which support the ministry of UK churches";
- the Bank holds to the Christian faith as set out in the Bible, core elements of which are summarised in the (the 'Basis of Faith') included in Appendix I to this code;
- the Bank's meetings will regularly include Bible reading, Bible teaching, prayer and/or listening to or watching Christian songs and videos, as these activities demonstrate Christians' submission to God – Team Members are expected to attend all meetings which are relevant to their role, but the Bank will work hard to ensure that no Team Member feels pressure actively to participate in any exclusively Christian activity;
- the Bank has three Core Values, set out in its Ethical Policy, which are based on the Christian faith applied in the Bank's context: Honouring God, Putting Others First, and Committed To Quality – these are included in Appendix II to this code;
- the Bank exercises its right under English law, as an occupational requirement, to employ committed Christians (who subscribe to the Basis of Faith) in the Bank's customer facing and leadership roles; and
- the Bank reasonably expects each Team Member or Associate Team Member to conduct themselves in such a way as supports and does not undermine the Bank's brand, its Mission and its Core Values.

2. I confirm that I will make every effort to conduct myself in such a way as supports and does not undermine the Bank's brand, its Mission and its Core Values. This includes my conduct in all communications both in-person and online, during and outside working hours.

This code is not intended to stifle any Team Member's thoughts or concerns, and the Bank will always pursue a culture of openness, which encourages gracious discussion and debate. Discrimination is not acceptable unless warranted by a lawful occupational requirement pursuant to the Bank's brand, its Mission and its Core Values. Sexual Harassment, Harassment and victimisation are never acceptable and any concerns should be raised with line managers and addressed as appropriate in accordance with the Bank's policies.

Code of Conduct

Appendix I – Evangelical Alliance Basis of Faith

We believe in...

1. The one true God who lives eternally in three persons – the Father, the Son and the Holy Spirit.
2. The love, grace and sovereignty of God in creating, sustaining, ruling, redeeming and judging the world.
3. The divine inspiration and supreme authority of the Old and New Testament Scriptures, which are the written Word of God – fully trustworthy for faith and conduct.
4. The dignity of all people, made male and female in God's image to love, be holy and care for creation, yet corrupted by sin, which incurs divine wrath and judgement.
5. The incarnation of God's eternal Son, the Lord Jesus Christ – born of the virgin Mary; truly divine and truly human, yet without sin.
6. The atoning sacrifice of Christ on the cross: dying in our place, paying the price of sin and defeating evil, so reconciling us with God.
7. The bodily resurrection of Christ, the first fruits of our resurrection; his ascension to the Father, and his reign and mediation as the only Saviour of the world.
8. The justification of sinners solely by the grace of God through faith in Christ.
9. The ministry of God the Holy Spirit, who leads us to repentance, unites us with Christ through new birth, empowers our discipleship and enables our witness.
10. The Church, the body of Christ both local and universal, the priesthood of all believers—given life by the Spirit and endowed with the Spirit's gifts to worship God and proclaim the gospel, promoting justice and love.
11. The personal and visible return of Jesus Christ to fulfil the purposes of God, who will raise all people to judgement, bring eternal life to the redeemed and eternal condemnation to the lost, and establish a new heaven and new earth.

See: www.eauk.org/about-us/how-we-work/basis-of-faith

Code of Conduct

Appendix II – Kingdom Bank – Core Values

1. Honouring God

The Bank exists to serve the Lord Jesus Christ by serving His church. As a Christian bank, what we do and how we do it all flows from our desire to honour and love God, not pointing to ourselves but to the Lord Jesus as we seek to serve Him.

We acknowledge our accountability before God for all our thoughts, words and actions. We recognise before God that we continually fail to meet His perfect standards, and we delight in His acceptance and forgiveness and are committed to bringing ourselves and the Bank to Him in prayerful dependence.

2. Putting Others First

We serve customer in humility, making every effort to put them before ourselves, designing straightforward products and services to meeting their needs, and always treating them with respect and honesty, whether or not they are present.

We are pleased to submit to our regulators with openness and integrity, recognising that they are authorities put in place by God. We treat our suppliers and other external stakeholders fairly and honestly.

Within the Bank we encourage each Team member, Christian and non-Christian, to grow and develop within their role; to grow in their understanding of the Christian faith, as set out in the Bible; and, we pray, to grow in their knowledge and love for Jesus Christ as their saviour and Lord.

3. Committed to Quality

We place great importance on the application of best practice in business ethics, including trust, integrity, fairness, respect and openness. In our working together as a Team we encourage transparency, honesty and holding ourselves accountable to each other.

We provide financial services responsibly, in particular providing a secure home for customers' deposits and only lending where we consider it to be in the customer's best interests.

We always seek to do the right thing under God in every situation. Within a hard-working environment, we prioritise setting time aside with God for reading the Bible, prayer and collective worship.