



# *Commercial Financial Accountant*

## **at Pilgrims' Friend Society**



For more than 200 years Pilgrims' Friend Society has been helping older people to live fulfilled lives in their later years through residential care and independent living.



## *From the* **CEO,** **Stephen Hammersley**

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As people are generally living much longer than ever before, there are many new challenges and opportunities facing society. God willing, the plan for our 11 care homes and nine independent living housing schemes is that they will provide wonderful places for people to live when they need care and support. As Pilgrims' Friend Society we also want to support, enable, and equip churches' pastoral and outreach work with older people.

Pilgrims' Friend Society has been providing Christian care to older people for over 200 years, and our expertise in the issues that matter to older people is of enormous relevance and much in demand. As a result, we are planning to invest

in developing our care homes and housing schemes and are exploring ways in which we can help equip churches around our schemes in their ministries to and with older people.

We are also open to enlarging our work by acquiring or otherwise collaborating with charities who have a similar Christian calling.

We hope the information in this pack will whet your appetite, and that you will prayerfully explore whether you might have a calling to join our us and help lead and deliver the work of the Society in this new phase of its development.

*Stephen Hammersley*



*From the*  
**Director of Finance,**  
**Julian Hillman**

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The Commercial Financial Accountant role at PFS is a key position within the organisation, focusing on the financial management of PFS main operations. With the recent addition of two new legal entities to the PFS group, this role holds a pivotal responsibility for overseeing the Finance sub ledgers.

The Commercial Financial Accountant will also play a crucial role in understanding and managing the unique financial aspects of PFS Housing schemes, fostering positive relationships with Housing Scheme Managers, and collaborating on various finance tasks associated with the Housing provided by PFS.

This role gives you the opportunity to work within a varied role, supporting our work through the timely production of high quality financial and management reports and information to enable effective decision-making across all our homes and housing schemes.

This is an exciting opportunity for someone seeking ownership and involvement in the financial dynamics of Housing Schemes within the PFS group.

Come join us!

# About Pilgrims' Friend Society

**Pilgrims' Friend Society (PFS) provides residential care homes and independent living housing schemes where older people can live fulfilled lives in their later years.**

Rooted in the Christian faith, we are committed to ensuring that the physical, emotional, spiritual and mental needs of each of our family members are met. Our family members are Christians or are sympathetic to the Christian faith.

We started our work in 1807, when we were known as "The Aged Pilgrims' Friend Society."

William Wilberforce was our Vice-President for nine years before his death and so we have a tremendous history.

In those days, we didn't have 'homes' or provide care. We provided pensions and grants to older Christian people to help them overcome the grinding poverty of those days.

We built our first 'home' in Camberwell, South London in 1834 and now have 20 sites throughout the United Kingdom in England and Scotland.

The majority of our work is still in residential care homes.

A number of these homes also have independent living accommodation on site, either in bungalows or flats.

We have two dedicated retirement living schemes and an Extra Care Housing scheme.

We also work to help equip and inspire churches that minister to older people in their communities.

Our Support Office provides administrative support to all our homes and schemes.

Some of our support team work from their own homes in different parts of the country, especially if their job involves travelling to different sites.





# Our values

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At the heart of what we do are our values – what we think is important about the way we face the world, the actions we take and the work that we do.

A shared set of values that we have developed together will shape the culture of the organisation as we work hard across so many different locations. Whether in a care home, a housing scheme, or elsewhere these values will help guide the way we connect with people, the way we respond to those in our care, and the way we plan for the future.

These four values – compassion, community, transparency, and excellence – will help us continue to deliver wonderful care and support for older people in the later years of their lives.



## Transparency

We believe that being honest and open is crucial to good work as this allows trust to be built in our communities. The Bible is clear that truthfulness is important, and that transparency helps us to flourish and do well (Ephesians 4:25 and Proverbs 28:13).



## Compassion

Compassion is at the heart of how we interact with people. Having compassion helps us treat each individual person as unique and precious, as we would want to be treated, and as the Bible says we should treat people (Ephesians 4:32 and 2 Corinthians 1:3-4).



## Community

We believe that all people are made to exist in relationship and that community is central to human flourishing. Working together in community creates a space of care, trust, and celebration, as well as generosity and sharing with others. The Bible speaks of the importance of being part of a community and we are encouraged to look outside of ourselves to the needs of others and to work together taking the interests of others to heart (1 Corinthians 12:26 and Philippians 2:3-4).



## Excellence

As we care for others, it's important that we strive for excellence in our work. This means that we do the very best we can, being committed to each task and the best outcomes for people. The Bible encourages us to work hard and do good with integrity (Colossians 3:23 and Titus 2:7).

# About the role

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PFS runs both Care Homes and Independent living Housing schemes (for those aged over 60). The main focus of this role will be on the Financial Accounting for PFS main operations. This is an exciting role as it provides ownership and responsibility for Housing Scheme finances with the PFS group and comes as 2 new legal entities join the group.

## **The main purpose of the role:**

- Work across PFS with a Commercial mindset while aiming to achieve PFS charitable impact.
- Manage and complete relevant projects across PFS

## **Where you will fit into the team:**

- Responsible to the Financial Controller, but also taking the lead from the Director of Finance
- Active member of the PFS Senior Finance team and wider Finance team

## **Duties of the Financial Accountant**

- Growth and renewal plans –
  - a. New acquisition projects
  - b. On-boarding of new homes, etc
  - c. Financing plans for PFS growth
  - d. Commercial review of various areas of PFS., ensuring that as we grow, we ensure our operations model provides the financial return to ensure the ongoing investment needed in our Care Homes and Housing Units
- Organisation Governance which will involve Company and Charity governance including projects that simplify the group structure
  - a. Charities Commission work, liaising with lawyers, etc, to ensure that PFS can legally make the necessary changes to its organisation
  - b. Working through the practical steps of carrying out the changes made.
- PFS Loans – covenant reporting and management
- System improvement projects which may be Finance based or integrate across PFS and the Finance team
- Assist Director of Finance with banking relationships, including defining and implementing investment and reserves policies
- Responsibility for internal audit and controls within the Finance team
- Carry out any other duties reasonably required to ensure the smooth operation of the Society's business.
- Maintain a good working relationship with Managers outside of Finance. We encourage and recommend that Finance staff visit a number of our Care Homes during the year.
- All staff are expected to further their knowledge and development through attendance on courses thought to be appropriate by their manager or at training sessions provided or facilitated by the Society.
- Assist in ad hoc queries and reports.
- Model Christian values in the workplace.
- Expected to attend the Support Office noon prayers on Zoom.

# About you

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## Experience

- Minimum of 5 years' experience working within a Finance Team.
- Finance qualification (ACA/CIMA/ACCA, etc)
- Charity accounting and governance knowledge (Charity SORP, etc) (beneficial but not essential)
- SAGE 200 experience (preferable but not essential)
- Experience of similar type projects (beneficial but not essential)



## Skills and personal qualities

- Excellent excel skills;
- Excellent written and verbal communication;
- Excellent organisational skills and ability to multi-task;
- Able to perform the functions of the role in the light of the Charity's Christian mission and ethos;
- Ability to work flexibly and to take initiative
- Used to working together as part of a team
- Ability to take ownership of workload;
- Thorough understanding of financial procedures and processes;
- Attention to detail and the ability to ensure all outputs are of the highest quality;
- Well organised and able to prioritise tasks;
- Able to work under pressure and to tight deadlines;
- This role has an Occupational requirement to be Christian, as the staff member will be expected to attend and take part in daily prayer meetings for PFS.

# Terms and conditions

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**Salary:** £47,500 to £51,500 per annum

**Hours:** 35 hours per week (Monday to Friday)

**Holiday entitlement:** 25 days plus bank holidays

**Pension:** Contributory pension scheme, with a minimum employee contribution of 5%. PFS contributes 3%, (6% for people aged 55 plus). Subject to three months postponement at start of employment.

**Other benefits:** Life Assurance of two times salary for those in the pension scheme, Hybrid working, Flexible working hours, Longstanding service rewards, Birthday rewards, Perkbox rewards, Medicash

**Location:** 175 Tower Bridge Road, SE1 2AL

**Travel:** There will be occasions for you to travel to our homes when required.

## Occupational Requirement (OR)

As a result of our Christian ethos, this post is covered by an Occupational Requirement (OR) under Part 1 of Schedule 9 to the Equality Act 2010. The successful applicant will be expected to be a practising Christian and to clearly demonstrate:

- a personal commitment to the mission, principles, values and practices contained in our Mission Statement.
- Active membership of local church congregation.
- An understanding of the faith aspects of the work of Christian charities, including the preparedness to pray with colleagues and clients, where appropriate



# Recruitment process

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If you would like to apply for this exciting role, please send the following to Camilla at [camilla.fitsum@pilgrimsfriend.org.uk](mailto:camilla.fitsum@pilgrimsfriend.org.uk):

- a full CV outlining your career history to date. Please include details of your latest remuneration and benefits.
- a covering letter, of no more than two pages in total, outlining how you meet the criteria set out in the person specification and your reasons for applying.

**The closing date for applications is 5pm on**

**All applications will be considered immediately** after the closing date and candidates informed if they have been shortlisted

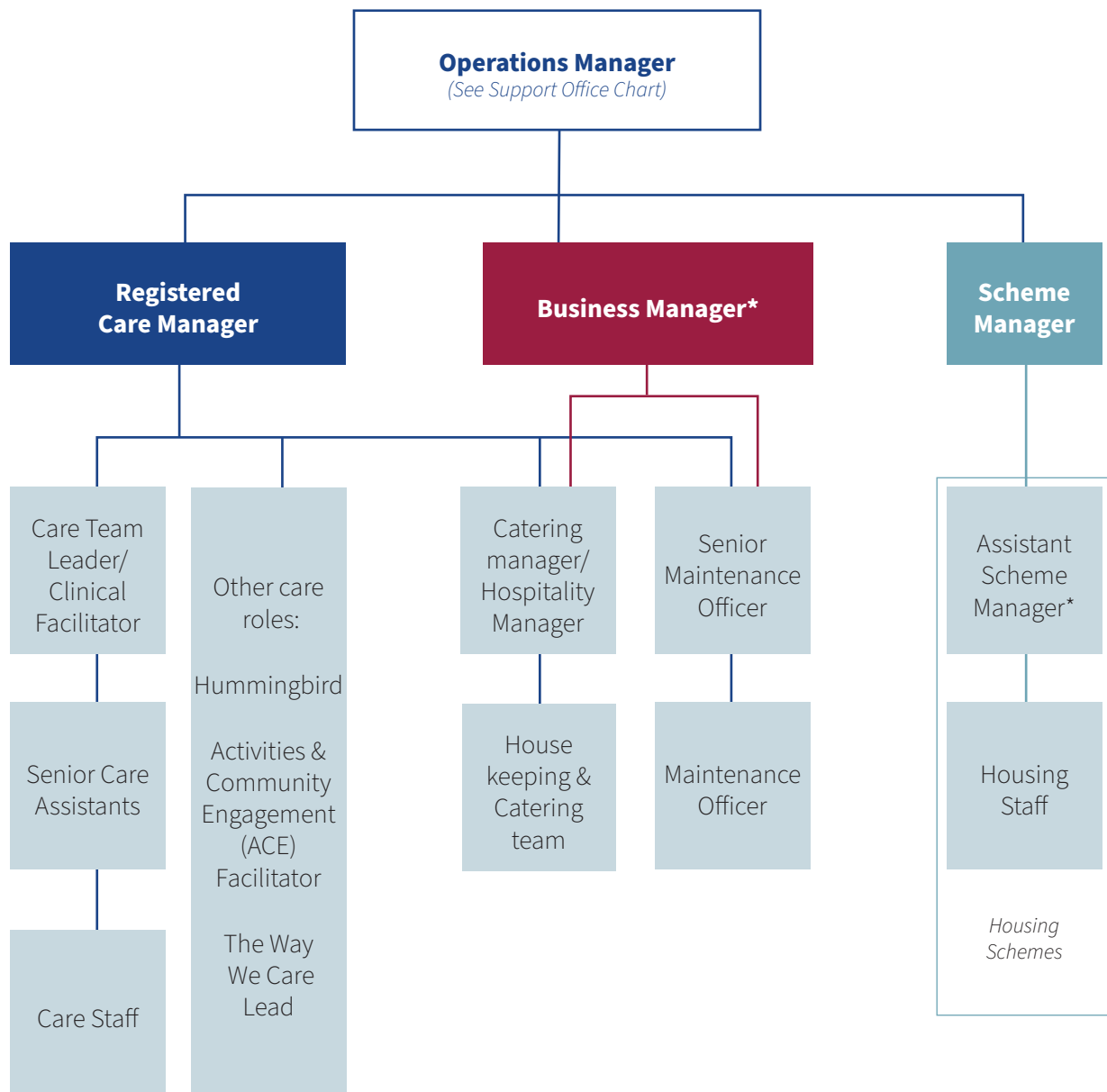
**First stage interviews** will be conducted by Zoom

**Final stage interviews** will be held at Pilgrims' Friends Society Support Office in London.

**All candidates will be expected to agree to our Basis of Faith** and we will take references from your church minister as well as the usual employment references.



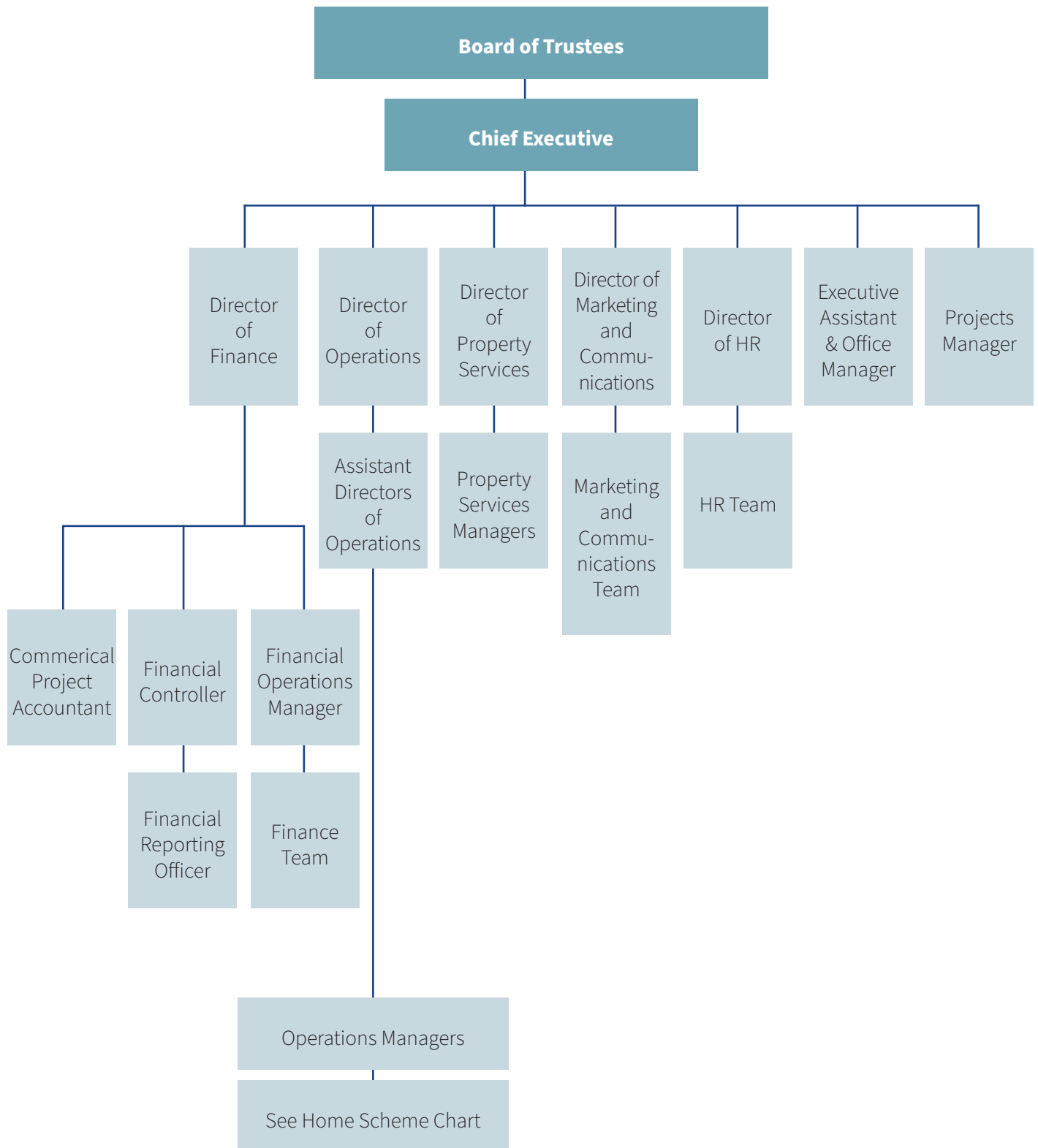
# Homes, schemes, and other services

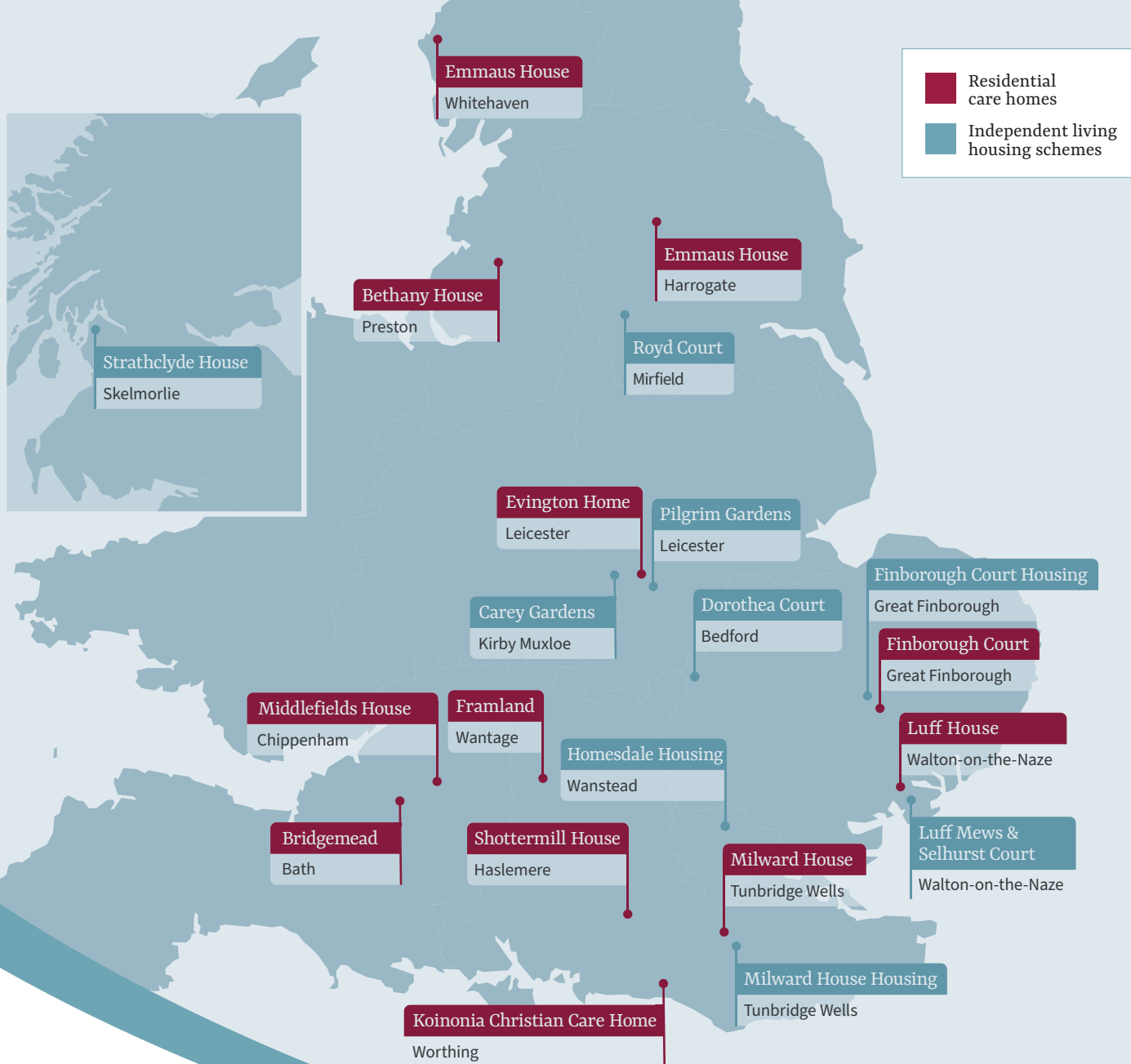


\*Not all homes/schemes have Business Manager or General Manager.

# Support Office

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## Contact details

**PILGRIMS' FRIEND SOCIETY**



**Bridgemoor,  
BATH**

0300 131 9115

[bridgemoor@pilgrimsfriend.org.uk](mailto:bridgemoor@pilgrimsfriend.org.uk)



**Carey Gardens,  
LEICESTER**

0300 303 8455

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**Dorothea Court,  
BEDFORD**

0300 303 1490

[dorothea@pilgrimsfriend.org.uk](mailto:dorothea@pilgrimsfriend.org.uk)



**Emmaus House,  
WHITEHAVEN**

09146 591362

[emmauscumbria@pilgrimsfriend.org.uk](mailto:emmauscumbria@pilgrimsfriend.org.uk)



**Emmaus House,  
HARROGATE**

0300 303 8450

[emmaushouse@pilgrimsfriend.org.uk](mailto:emmaushouse@pilgrimsfriend.org.uk)



**Evington Home,  
LEICESTER**

0300 303 1455

[evington@pilgrimsfriend.org.uk](mailto:evington@pilgrimsfriend.org.uk)



**Finborough Court  
care and housing,  
GREAT FINBOROUGH**

0300 303 1450

[finborough@pilgrimsfriend.org.uk](mailto:finborough@pilgrimsfriend.org.uk)



**Framland,  
WANTAGE**

0300 303 1470

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**Homesdale Housing,  
WANSTEAD**

0300 303 8485

[homesdale@pilgrimsfriend.org.uk](mailto:homesdale@pilgrimsfriend.org.uk)



**Koinonia Christian  
Care Home,  
WORTHING**

0300 303 8480

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**Luff House  
care and housing,  
WALTON-ON-THE-NAZE**

0300 303 1495

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**Middlefields House,  
CHIPPENHAM**

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**Milward House  
care and housing,  
TUNBRIDGE WELLS**

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**Pilgrim Gardens,  
LEICESTER**

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**Royd Court,  
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**Strathclyde House,  
SKELMORLIE**

01475 522 525

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**Support Office,  
LONDON**

0300 303 1403

[info@pilgrimsfriend.org.uk](mailto:info@pilgrimsfriend.org.uk)



# What we believe

## Pilgrims' Friend Society is a Christian charity, rooted in the Bible.

We believe that the teachings of the Bible are our sole and final authority.

We believe that there is one God in three persons, Father Son and Holy Spirit.

The good news of the gospel is that, although men and women are sinners, God has taken the initiative to save people from every tribe, tongue and nation. We believe that God will bring about the redemption of all things.

God sent Jesus Christ, His Son, to be our Saviour. Jesus became fully human and, at the same time, remained fully God.

Jesus came to buy us back from sin and death by living a perfect life, having no sin, and dying in our place on the cross.

But God's grace did not stop there. When Jesus ascended to heaven, the Holy Spirit was given by God to continue His work on earth.

It is this Holy Spirit who gives us new birth and brings us to repentance and faith in the Son. When the Spirit has begun such a good work in someone, He will bring it to completion.

At the time appointed by God, Jesus will return to earth in glory. He will raise the dead and judge all people. He will banish those not known to Him and He will take His people to be with Him in eternal glory in the new heavens and earth.





“ They will still bear  
fruit in old age, they will  
stay fresh and green ”

**Psalm 92:14**



**PILGRIMS'  
FRIEND  
SOCIETY**

Pilgrims' Friend Society

175 Tower Bridge Road, London SE1 2AL

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