



Recruitment Pack
Senior Financial Accountant

September 2025

Dear Candidate,

Thank you for your interest in the role of **Senior Financial Accountant**.

Anti-Slavery International is the world's oldest human rights organisation. Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world.

This is an exciting moment to join Anti-Slavery International. We welcomed a new CEO earlier in the year and with a reformed Senior Management Team, are about to embark on the development of a new organisational strategy.

As the organisation develops in the coming months and years, the need for a strong support team increases. Our Programme, Advocacy, Fundraising, Communications and Impact, and Operations teams are working on ambitious and exciting plans to raise the profile of our charity, and you will have the opportunity to be part of a growing movement to bring an end to slavery.

This role is managed by the **Finance Director**, collaborating with teams and staff across the organisation.

This role will suit someone who has **expertise and experience in all aspects of Finance Management with experience in finance systems migration a desired advantage**. The team currently consists of a Grants Finance Coordinator and a Finance Assistant, with some Grant management oversight from an external consultant. **The role will be expected to work both independently and as part of a team.**

The deadline for applications is **23.59 on Friday 17 October 2025**. While Interviews can be expected to hold in the week commencing 27 October, we will be conducting interviews through the period, so you are encouraged to apply as soon as possible. We are hoping for a start date of early December 2025 for an effective handover, though a later date will be considered for the right candidate.

If you think this fits with your expertise and ambition, we would love to hear from you.

Best wishes,

Folu Mogaji
Finance Director

Job Description

Senior Financial Accountant

GRADE	C7-C9
SALARY	£47,342 - £49,659 per annum
CONTRACT TYPE	Permanent, full time.
HOURS	This role is offered as a full-time position at 35 hours per week
LOCATION	Based in Vauxhall, London, with hybrid-working arrangements (minimum of one day a week in office)
DATE	October 2025

ANTI-SLAVERY INTERNATIONAL

Anti-Slavery International is the world's oldest human rights organisation. Our vision is freedom from slavery for everyone, everywhere, always.

We believe that modern slavery is a contemporary issue of the highest importance, and we are determined to work with others to make sure people can be free from slavery across the world. Our strategy commits us to working on four focus themes to drive systemic change and help end slavery for everyone everywhere:

- Child Slavery
- Responsible business
- Trafficking
- Climate Change and Slavery

You can read more about us and how we work in the 'About Us' document [on our recruiting webpage](#).

This role supports our work by ensuring that our human resources and support services operate smoothly and effectively. Our strategy can only be achieved through our staff, and this role will help us develop and embed policies and procedures to support them and their work.

THE ROLE

The purpose of this role is to maintain oversight of the organisation's finances and optimal financial health. This will include accurate record keeping resulting in periodical financial reporting that aids strategic and operational decision making through the organisation. The post holder will be required to build and apply procedures that ensure compliance with regulation, increase financial awareness, and seek areas of improvement through ASI. The postholder will collaborate closely with members of the team, developing key relationships with other teams as well. Contributing to finance projects such as software migration will be expected.

MAIN TASKS

Role purpose

- Monthly management reports, including tailored commentaries and analysis.
- Assist in the production of reports that address key strategic issues for SMT.
- Work with project staff to support the development of new project budgets.
- Undertaking monthly Business Partnering activities.
- Oversee all tax obligations of the organisation.
- Manage Internal reviews and project specific Audits.
- Provide financial oversight of a small portfolio of grants.
- Assist in the review and adoption of new legislation, such as SORP 2026.
- Support the Annual Statutory Audit.
- Support the Annual Budgeting and periodical Re-Forecasting process.
- Ensure the completion of assigned month end processes.
- Be a key contributor to the finance software migration process and ongoing development.

PERSON SPECIFICATION

Essential

- Degree, CCAB qualification.
- Evidence of regular CPD training.
- Strong financial communication skills.
- A reasonable working knowledge of relevant Charity finance regulation including UK GAAP.
- Inquisitive, curiosity and ability to analyse complex scenarios.

- Excellent analytical skills and diligence.
- Ability to develop rapport and relationships across teams.
- Ability to manage competing priorities.

Desirable

- Demonstrable leadership qualities.
- Initiative-taking, able to adapt to developments that require urgent responses.

Benefits

- **Annual leave entitlement of 30 days** plus bank holidays.
- **13 Breather Days a year** (Organisation-wide closure days for well-being).
- We pay **6% into our recognised contribution pension with TPT Retirement Solutions**, with a mandatory employee contribution of 2%.
- We offer a range of employee benefits including employee assistance programme, cycle to work scheme, annual flu jabs, and annual season ticket loan. We also pay for eye tests and a contribution of £105 towards glasses for every 2 years of working with Anti-Slavery International.

Terms and Conditions

- The position is based in Anti-Slavery International's office in Vauxhall, London, with hybrid-working arrangements in line with our policy.
- There may be a requirement for some out-of-hours work, for which time off in lieu is given.
- The role is subject to a probationary period of 6 months.
- Unison is the recognised trade union.

How to apply

This pack includes a job description, person specification and other background information. If you would like more information, please visit our website: www.antislavery.org

If you wish to apply for this position, please email a CV along with a supporting statement of no more than two pages, setting out why you want this role and explain how your skills and experience support your application.

Employers are required to ensure that any prospective employee has the right to work in the UK. Please confirm in your covering letter if you have the right to work in the UK. Please also include your earliest start date in your application.

Please submit your application to **jobs@antislavery.org** using the reference Senior Financial Accountant in the subject line **before 23.59 on 17 October 2025**.

Please also complete the equal opportunities monitoring form using the button on the website. The form is anonymous, and responses will be handled in strict confidence.

Interviews will be held in the week of **27 October 2025**.

We appreciate the time and effort that applicants invest in applying for opportunities with Anti-Slavery International. Unfortunately, due to high numbers of applications we receive, we regret that **it will not be possible for us to reply to candidates who have not been shortlisted for interview. If you have not heard back within two weeks of the closing date, please consider your application unsuccessful.**

If you are shortlisted for an interview, you may request reasonable adjustments. This is to ensure that the interview process is accessible and inclusive.

Candidates must have the right to work in the UK.

We are committed to promoting equality, diversity and inclusion across the charity and our workforce. We particularly welcome and encourage applications from survivors of modern slavery, Black and Asian candidates, and those from a diverse ethnic background, and disabled, LGBT+ and non-binary candidates.

We have a zero-tolerance policy on bribery and corruption, recognising that bribery is contrary to fundamental values of integrity, transparency and accountability and undermines organisational effectiveness.

We are committed to safeguarding the children and adults that our staff and representatives encounter, virtually and in-person. As such, candidates are required to commit to and uphold our organisational safeguarding principles, practice, and procedures. These organisational policies include, but are not limited to, the Code of Conduct policy and Safeguarding policy. We maintain a strict zero-tolerance policy towards bullying, harassment, sexual exploitation, or abuse, of any form, perpetrated by any representative of the organisation.

The purpose of this Code of Conduct is:

- To guarantee high standards of staff behaviour and integrity
- To safeguard our staff's, interns', and volunteers' welfare and that of external stakeholders with whom we work or come in contact.
- To protect our reputation and interests

This role may require a DBS check for traveling to projects where there is access to vulnerable groups.

In accepting appointment, you undertake to regulate your conduct in line with the requirements of this code and to undergo any background checks that may be required.

As an organisation assessing applicants' suitability for positions which are included in the Rehabilitation of Offenders Act 1974 (Exceptions) Order using criminal record checks processed through the Disclosure and Barring Service (DBS), we comply fully with the Code of Practice and undertake to treat all applicants for positions fairly. We undertake not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.



Anti-Slavery International

The Foundry

17 Oval Way

London

SE11 5RR

Tel: +44 (0)207 501 8920

UK Registered Charity No.1049160

antislavery.org