

WHERE
CAREERS
THRIVE

When potential
is unlocked,
talent *thrives*



West
Northamptonshire
Council

Job description and person specification

Finance Administrator – Early Years

Early Years Service, People Directorate

Thank you for your interest in this role. Our vision at West Northamptonshire Council (WNC) is: 'to make West Northants a great place to live, work, visit and thrive'.

We truly stand by this and work hard every day to make this a reality, and at WNC it's about our people. People who thrive with ambition, bring new ideas, demand better ways of working, care about every detail, and who never shy away from a challenge.

Our culture is a gateway for new experiences. A place to forge new opportunities. To empower you in your career and unite you with like-minded people. When potential is unlocked, talent thrives.



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Purpose and impact:

Working within the Children and Young People's Service as part of the Early Education and Childcare team to:

- Provide an effective, timely and accurate finance and administrative support to operational teams working within Education Service teams with a focus on Early Years.
- Ensure payments are made to suppliers within timescales.
- Support the childcare expansion of entitlement and the transformation of finance processes.

Accountable to:

This role is accountable to the Funding, Sufficiency, and Compliance Lead and sits within Children and Young People's Directorate in West Northamptonshire Council.

Responsibilities:

1. To provide a comprehensive, confidential range of effective and transparent business and finance support to the operational teams, including processes and systems in relation to communications, SharePoint, mailbox monitoring and responses and updating via Capita ONE.
2. To undertake and lead on day-to-day transactional processes for the purchasing requirements for education teams, including the processing of purchase orders, interface payments, general ledgers journals and reconciliation of spend as required. This also includes monitoring and closing open orders to support financial control and accurate forecasting.
3. To process sales invoices for the organisation, ensuring income is maximised where appropriate and to support services to ensure debt is collected.
4. To provide specialist financial support to education providers, including advice and guidance regarding payment of high needs funding.
5. Work closely and jointly with the other service members as required to ensure continuity of support for services to children and undertake other tasks as appropriate to the role to meet the needs of the business.
6. To maximise personal productivity, minimise duplication and errors; and manage our information efficiently and securely to reduce risk, through effective use of Office 365 and our internal IT systems and applications.
7. Actively challenge and seek to eliminate any directly or indirectly discriminatory practice or behaviours.
8. Demonstrate awareness and understanding of other people's behavioural, physical, social and welfare needs and ensure that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.

Person specification:

The requirements for the role are outlined below and will be part of the selection process. Each of the criteria listed below will be measured by:

(**A**) Application Form, (**T**) Test, (**I**) Interview, (**P**) Presentation, (**D**) Documentation.

Minimum levels of knowledge, skills experience and qualifications required for this job.

Skills and abilities:	Essential / Desirable	Measured by
Excellent numeracy and analytical skills with excellent attention to detail.	Essential	A, I, T
Excellent Word & Excel skills at an intermediate level – developing databases and spreadsheets	Essential	A, I, T
Ability to prioritise work within tight deadlines and meet targets	Essential	A, I
Experience of working within a fast changing, dynamic environment.	Essential	A, I
Must be able to establish effective communication across myriad channels. Must have good written communication skills and be able to work effectively without direct supervision.	Essential	A, I

Knowledge:	Essential / Desirable	Measured by
A knowledge of local government and services provided by a local authority	Desirable	A, I,
Working knowledge of Microsoft 360 (OneDrive, Teams and Outlook etc)	Essential	A, I

Relevant experience:	Essential / Desirable	Measured by
Experience of working within a Business Support function providing financial and administrative support to operational delivery.	Essential	A, I
Experience of establishing strong working and effective relationships across numerous stakeholder groups.	Essential	A, I
Experience of working within a Children's Service environment	Desirable	A, I

Education, training and work qualifications:	Essential / Desirable	Measured by
Maths and English Grade C or above at GCSE or equivalent educational attainment	Essential	A, D
NVQ level 2 in relevant subject (administration, customer service, Finance management) or equivalent experience in a finance and administration role	Essential	A, D

All appointments are subject to standard pre-employment screening. This will include identity, references, proof of right to work in the UK, medical clearance, and verification of certificates.

Additional pre-employment checks specific to this role include Enhanced Disclosure and Barring Service check

Day-to-day in the role:

Hours:	37	Primary work base:	Office/Hybrid
Job family band:	Band 03	Worker type:	Part-flexible
Salary range:	£26,258 - £27,103	Budget responsibility:	No
People management responsibility:	No		

Working conditions & how we work:

This role has been identified as a part-flexible worker type, this means that you will be able to work from other work locations and when not working from an office you will be working remotely for up to 3 days a week (including from home).

Our organisational values and behaviours

Everything we want to achieve for West Northants depends on having the right people in place and doing the right things and we want all colleagues to THRIVE, both personally and professionally. Our values and our behaviours framework underpin how we work and what partners and customers can expect from us. We want to do our very best for our residents, service users and businesses and for our staff – we want everyone to THRIVE.

T Trust	We are honest, fair, transparent, and accountable. We can be trusted to do what we say we will.
H High Performing	we get the basics right and what we do, we do well. We manage our business efficiently.
R Respect	we respect each other and our customers in a diverse, professional, and supportive environment.
I Innovate	we encourage curiosity, we are creative and seize opportunities to grow individually as an organisation and as an area.
V Value	We continually strive for best practice and ways of improving existing procedures, practices and systems and thereby promoting efficiency and cost effectiveness
E Empower	we believe in people, will listen, learn, and trust them to make decisions. We help people to realise their ambitions.

“Valuing colleagues as individuals and encompassing our different perspectives to deliver our collective ambitions. One West inclusive culture”

Should you require this document in another format or language, please contact: Careers@westnorthants.gov.uk

When potential is unlocked, talent *thrives*

Choose a career that offers you a true sense of achievement, fills you with pride and challenges you in a positive way, everyday.

The benefits of a career at WNC include:

- **People** are at the centre of everything we do. Without our people, we wouldn't be able to deliver services to the people in our community.
 - **Ambition** runs through everything we do at West Northants Council, we nurture and develop our people's ambition and willingness to succeed, to continually improve the service we provide to the community.
 - **Care** is at the heart of West Northants Council, we care in so many ways; seen and unseen, helping our colleagues and community to thrive.
 - **Flexibility** is key, we know work-life balance is critical to wellbeing, so we work hard to make sure our benefits package promotes and improves wellbeing; from annual leave, sick pay, family leave and flexible working, financial security offered by a local government pension scheme and life assurance, and discount schemes which make a difference to your day-to-day life, through to employee helplines offering free legal, health, financial and wellbeing advice and support.
- We want you to have balance and be happy.

