



Finance Recruitment Candidate Pack July 2025

cumberland.gov.uk

1. Welcome from Catherine Bell and Wayne Johnston



Dear Candidate,

Thank you for your interest in joining the Finance Team at Cumberland Council.

This is an exciting time to join a new and ambitious unitary authority, with a unique opportunity to shape the future of public service delivery across one of England's most beautiful and distinctive regions. Stretching from the Irish Sea coast to the Lake District National Park, Cumberland offers outstanding natural assets alongside proud communities and a growing sense of place, identity and purpose.

Our Council Plan sets a bold vision: improving health and wellbeing, tackling inequalities, strengthening our local economy, and responding to the climate emergency.

These priorities underpin everything we do – and finance has a critical role to play in helping us achieve them.

We are currently recruiting to four key posts: Senior Manager – Business Partnering (Deputy S151), Service Manager – Finance Transactions, and two Group Accountant roles.

Together, these appointments will form an integral part of our growing Finance Service, helping to embed best practice, build financial resilience, and drive transformation across the organisation.

Each role offers the chance to make a visible difference in a council that is genuinely open to new ideas. You'll work closely with services, Members and senior leaders to influence decision-making, support change, and deliver public value. We are looking for talented, values-driven professionals who share our commitment to collaboration, innovation, and high performance.

As a new authority, we are still shaping many of our systems and processes – so this is a rare chance to be part of something from the ground up.

You'll have the space to lead, the support to grow, and the satisfaction of knowing that your work contributes directly to better outcomes for residents.

We are proud of our inclusive, flexible working culture and committed to professional development at every level. Whether you are an experienced senior leader or an ambitious accountant ready to take your next step, Cumberland is a place where you can thrive.

If this sounds like the kind of challenge you're ready for, we'd love to hear from you. To find out more, please contact our retained consultant **Andrew Tromans at Penna** on **07805 226301** or via **andrew.tromans@penna.com**

We look forward to hearing from you and wish you the best of luck with your application.

Yours sincerely,

Catherine Bell, S151 and Wayne Johnston, Deputy S151

Cumberland Council

2. The Cumberland Approach

Our central aim of improving the health and wellbeing of our residents is supported by a focus in four key areas.

By prioritising addressing inequalities, local economies that work for local people, environmental resilience and the climate emergency and delivering excellent public services, we can make an impact on the factors that improve health and wellbeing.

Our work in these areas is underpinned by consistency in service delivery that is defined by the Cumberland Approach.

By ensuring we:

- Provide accessible and trusted services that listen, involve and engage;
- Are driving change, learning and improving;
- We demonstrate leadership whilst working collaboratively;
- Think local first and sustainably; Focus on prevention and early intervention.

We believe passionately in the delivery of excellent public services. To do that we need to be clear about the values and behaviours that we need to drive change and achieve our high standards.



In everything we do we aim to:



Be compassionate



Be innovative



Be empowering



Be ambitious



Be collaborative



3. Senior Manager - Business Partnering

Salary: Up to £81,330

Location: Hybrid (Carlisle/Workington/Whitehaven)

Cumberland Council

A new council...

Cumberland Council is a new, values-led unitary authority serving a proud and distinctive part of the North West. With stunning landscapes, vibrant communities and ambitious plans for transformation, we are passionate about delivering excellent public services and tackling the challenges that matter most to our residents: health, inequality, opportunity and the environment. Finance sits at the heart of that ambition. We are building a forward-thinking, collaborative and high-performing finance service – one that enables innovation, drives improvement and supports informed, strategic decision-making across the organisation.

As Senior Manager – Business Partnering, you will lead the Council's Finance Business Partnering function and manage our Accountancy and Financial Planning teams. You'll work closely with senior leaders and Members to shape financial strategy, drive performance, and support delivery of the Council Plan. Reporting directly to the Chief Finance Officer, you will also act as Deputy Section 151 Officer, providing high-level advice and assurance across the organisation and helping to maintain a strong, future-focused control environment.

This is a senior leadership role with real visibility and influence. You will be a key member of both the Finance Management and Senior Management Teams, supporting transformation, financial sustainability, and service improvement in a complex and evolving local authority.

We're seeking a CCAB-qualified finance professional with the leadership experience and insight to thrive in a complex, publicly accountable environment. You'll bring a track record of leading professional finance teams and delivering high-quality business partnering. You will be confident in providing strategic financial advice to senior stakeholders, and bring an understanding of public finance principles, budget strategy and financial planning. Just as importantly, you will have a collaborative, empowering and inclusive leadership style – and a values-driven approach aligned to our culture: ambitious, compassionate, collaborative, empowering and innovative.

To find out more, please contact our retained consultant Andrew Tromans at CIPFA Penna on **07805 226301** or at **andrew.tromans@penna.com**.

Closing date:
Thursday 28 August 2025.



4. Service Manager - Finance Transactions

Salary: £55,119–£57,362

Location: Hybrid (Carlisle/Workington/Whitehaven)

Cumberland Council

A Bold Ambition...

Cumberland Council is a new, ambitious unitary authority with a bold vision for change. Our aim is to improve lives through better health, fairer outcomes, thriving communities, and a resilient environment. We're building a council that is modern, inclusive, values-led – and powered by strong financial leadership at every level. We're now looking for an experienced and forward-thinking finance professional to lead our Transactions and Financial Administration Services – a critical role at the heart of our finance operations.

This is a broad and vital post with responsibility for a diverse and high-impact portfolio, including Accounts Payable, Accounts Receivable, Income Management, Banking, Taxation and Insurance Services.

As Service Manager, you'll provide strategic oversight and operational leadership across these areas – ensuring robust controls, maximising income collection and recovery, supporting financial planning, and protecting the Council's assets through effective risk and insurance management.

You'll lead service transformation, develop policy and systems, and work closely with stakeholders across the Council to identify opportunities for efficiency, innovation and improvement. This is an ideal opportunity for someone who wants to shape the delivery of modern, joined-up transactional services that underpin strategic success.

We are seeking a CCAB/CIMA-qualified (or equivalent) professional with a strong operational finance background and experience leading multifunctional finance teams.

We welcome candidates from across local government and the wider public sector who can bring insight, credibility and a passion for making systems work better – for both the organisation and the people it serves.

To find out more, please contact our retained consultant Andreas Efthymiou at CIPFA Penna on **0203 849 2771** or at **Andreas.Efthymiou@penna.com**

Closing date:
Thursday 28 August 2025.



5. Group Accountant

Salary: £63,830-£66,642

Location: Hybrid (Carlisle/Workington/Whitehaven)

Cumberland Council

...A visible impact!

Cumberland Council is a new unitary authority with a bold ambition: to deliver high-quality public services, tackle inequalities, and improve health and wellbeing across our communities. With strong values, visible leadership and a commitment to doing things differently, we are building a forward-thinking Finance Service that will help shape a better future for Cumberland. As we grow and invest in our team, we're looking to appoint **two Group Accountants** to lead business partnering, budgeting and financial planning across a range of high-profile service areas.

As a Group Accountant, you'll be the key link between finance and services – ensuring that senior managers, directors and Members have the insight, analysis and advice they need to make confident, informed decisions. You'll provide support on both revenue and capital budgets, contribute to the development of our Medium Term Financial Plan, and lead on budget setting, monitoring and year-end closure for your area of responsibility. These are strategic, outward-facing roles, focused on partnership, planning and performance.

You'll work closely with budget holders to help them manage resources effectively, deliver change projects, and identify opportunities for improvement. You'll also help shape financial systems and processes, and contribute to the development of a high-performing, customer-focused finance function.

We're looking for two CCAB-qualified professionals with a strong foundation in public sector accounting, and a desire to add value beyond the numbers. You'll bring experience in financial planning, budget management and monitoring in a complex organisation.

We welcome applications from candidates currently working in local government or from across the wider public sector. If you're looking for a role where you can help shape a new authority – and make a visible difference to how public money is used – this could be your next step.

To find out more,
please contact our
retained consultant
Andreas Efthymiou at
CIPFA Penna on **0203
849 2771** or at **Andreas.
Efthymiou@penna.com**

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7. Further Reading

Cumberland Council Plan

<https://www.cumberland.gov.uk/sites/default/files/2023-03/Cumberland%20Council%20Plan%202023%20to%202027.pdf>

The Council's Budget & MTFP

<https://cumberland.moderngov.co.uk/mgAi.aspx?ID=5697>

Cumberland Council Info

<https://careers.cumberland.gov.uk/our-council>

Finance Careers

<https://careers.cumberland.gov.uk/finance>

Preparing for Interview

<https://careers.cumberland.gov.uk/preparing-interview>

Finance and accounting services structure chart

<https://careers.cumberland.gov.uk/sites/default/files/10926207/2025-07/Finance%20and%20accounting%20services%20structure%20chart.pdf>





8. How To Apply

This guidance contains important information to help with your application:

- (i)** Please apply by submitting a CV and Cover Letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- (ii)** Please ensure your full employment history is outlined in your CV; where there are essential criteria, competencies and/or qualifications please make clear how you meet these. We may wish to verify this information during the recruitment process.
- (iii)** Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- (iv)** Please share with us in your Cover Letter the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.
- (v)** Please complete the Equal Opportunities Monitoring Form when you upload your details via our website.
- (vi)** Please upload your application by the closing date – no applications will be accepted once the long listing process has begun.
- (vii)** Following long-listing, you will be contacted directly by a Penna consultant to update you on the status of your application.
- (viii)** Asking for adjustments – we're committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to consider doing anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us.

To apply for one of these roles, please visit the following link to upload your CV and Cover Letter: <https://execroles.penna.com>

Please contact Andrew or Andreas for a confidential discussion or for any information, insight or guidance about any of the roles or the recruitment processes:



Andrew Tromans

07805 226301

andrew.tromans@penna.com



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