



Job Title: **Finance Business Partner**

Working Week: Full time Mon–Fri

Reports to: Director of Finance, IT, Risk & Compliance

Base: Dun Laoghaire / Hybrid

ISPCC is proudly recognised by The Sunday Times Ireland as a **Best Place to Work 2025**. At ISPCC our mission is to protect childhood and to ensure that every child in Ireland has the right to lead a better, happier and safer life.

Why work with ISPCC?

- **Purpose led** organisation with a highly engaged people culture
- **Supportive, flexible** working environment.
- **Birthday day off.**
- **25 days annual leave** plus discretionary company days Good Friday and Christmas Eve.
- Values of ISPCC of COPE – **Courage, Openness, Passion, Empathy** at the heart of all we do.
- ISPCC is on a journey of **digital transformation**, and this is an opportunity for a finance professional to play a key influencing role in this journey.

The following job specification is not intended to be a comprehensive list of all duties involved and consequently, the role may be required to perform other duties as appropriate to the post which may be assigned from time to time.

Core Purpose of the Role

This is a new role in ISPCCC to support the organisation in its delivery of services for children and young people across Ireland. As our new Finance Business Partner you will:

- Adopt a business partner approach in support of organisation wide strategic goals
- Partner with the organisations leaders and managers to provide financial insights to non-finance teams
- Translate financial data into actionable business strategies
- Ensure financial plans align with business objectives
- Support the executive team in financial analysis, business case development, funding applications and value propositions

Role Specification

Responsibilities include (but are not limited to):

- Prepare monthly management accounts and reporting pack for the ISPCCC Board
- Monitor and report to budget holders on variances versus budget and forecast
- Key support for year-end audit process
- Support the annual budget and periodic forecasting cycles
- Maintain and monitor controls and processes surrounding restricted income and expenditure
- Prepare restricted fund reports for grants lead and funders
- Identify and implement process improvements to increase automation, reduce manual work and improve data accuracy
- Review suite of features on cloud-based accounting software and implement as appropriate based on organisational needs and best practice
- Continuous review and streamlining of wider finance department processes
- Participate in various finance and business improvement projects
- Develop strong relationships and work with cross functional partners to support decision making organisation wide
- Review and update of finance policies on a periodic basis
- Support in preparation of Board and Audit and Risk Committee papers
- Ad hoc presentation of updates at audit and risk committee meetings

Person Specification:

- Demonstrable commitment to ISPCC values and behaviours, who represents an excellent cultural fit for ISPCC, with a shared purpose towards the achievement of positive outcomes for children
- You will need to demonstrate strong interpersonal and communication skills and demonstrate an ability to understand the ISPCC, with excellent communication across multiple stakeholders (employees, volunteers, Board) both in person and in written communications.
- Curious mind with appetite for identifying and delivering process improvements
- Results orientated, commercially minded.
- Collaborative team member with a strong commitment to shared goals and can demonstrate ability to foster a culture of teamwork and mutual respect

Qualifications and Experience

Essential:

- Fully qualified accountant with professional accountancy body
- Minimum 3 years Post Qualified experience
- Excellent excel skills, analytical thinker
- Curious mind with an appetite for identifying and delivering process improvements
- Strong communications and stakeholder management skills
- Ability to identify high level financial risks and report them effectively.
- Full eligibility to work in Ireland with excellent proficiency in English

Desirable:

- Experience of working in the not-for-profit sector and with Charities SORP whilst not necessary is desirable.
- Experience of supporting leaders in the achievement of financial and other targets to a high standard at mid – senior level.

Applications by CV to recruitment@ispcc.ie or through Indeed before the closing date of 16th January 2026.

Please note – We do not accept CVs and applications from recruitment organisations for this role.