

DIRECTOR OF FINANCE APPLICANT PACK

Strengthen our foundations. Fuel our mission.
Change the future for animals.



LEAGUE
AGAINST CRUEL SPORTS



JOIN THE LEAGUE AGAINST CRUEL SPORTS AT A TIME OF RENEWAL AND AMBITION.

With a new Chair, a new CEO and a bold new strategy, we are building on a century of impact to tackle the next generation of challenges facing animals. We are now seeking a Director of Finance - a strategic, inspiring leader who can strengthen our resources to help grow our reach and build an organisation fit to deliver meaningful and lasting change for animals.



WELCOME FROM THE CEO

I'm delighted to invite you to consider joining the League Against Cruel Sports at this pivotal moment in our history.

Since joining the League, I've been inspired every day by the passion, creativity and commitment of our people. Together with our new Board, we've developed an ambitious strategy to strengthen our campaigning impact, deepen supporter engagement, and ensure the League remains a leading voice for animals.

This is a time of real possibility. We are harnessing data, partnerships and public sentiment to drive systemic change — from reforming outdated laws to challenging new forms of cruelty.

If you share our belief in a kinder, fairer world for animals, this is an extraordinary moment to join us in this incredible opportunity to create significant and long-lasting change for animals and nature.

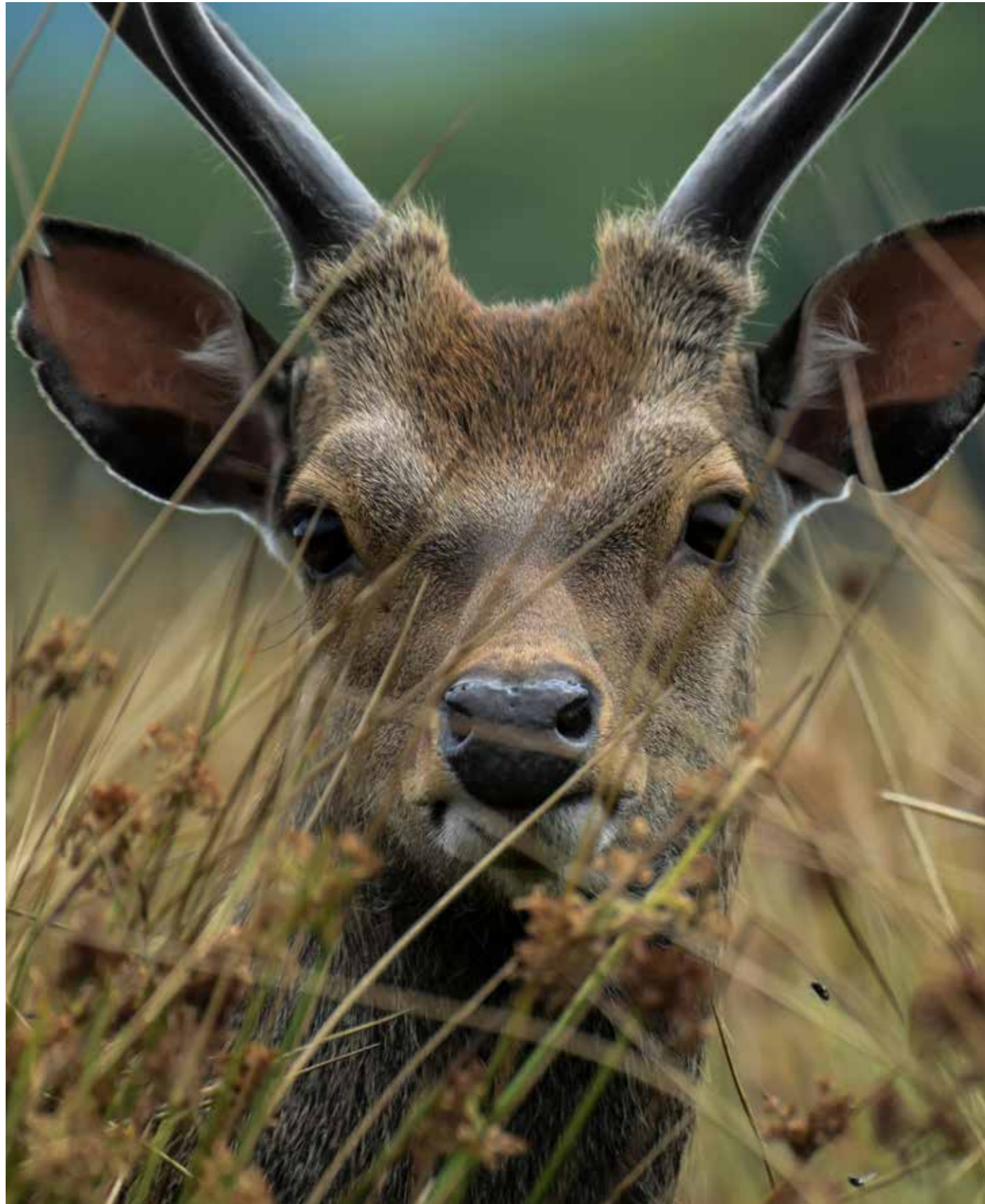
We're looking for someone who can provide both stability and innovation, building on the strong financial position of the organisation, to guide us through the next chapter in our growth and development.

Emma Slawinski

Emma Slawinski - CEO



OUR STRATEGIC APPROACH



The problem: Animals continue to be cruelly harmed through both legal and illegal 'sport'

Our vision is of a kinder society where persecuting animals for 'sport' is in the past.

Our theory of change is that our vision will be realised when cruelty to animals in the name of 'sport' becomes culturally and legally unacceptable throughout society.

Our purpose is to harness the power of those who share our vision to campaign and advocate for legislative and policy changes that protect animals, and to educate, inspire and promote a future without cruel 'sports'.

Mission:

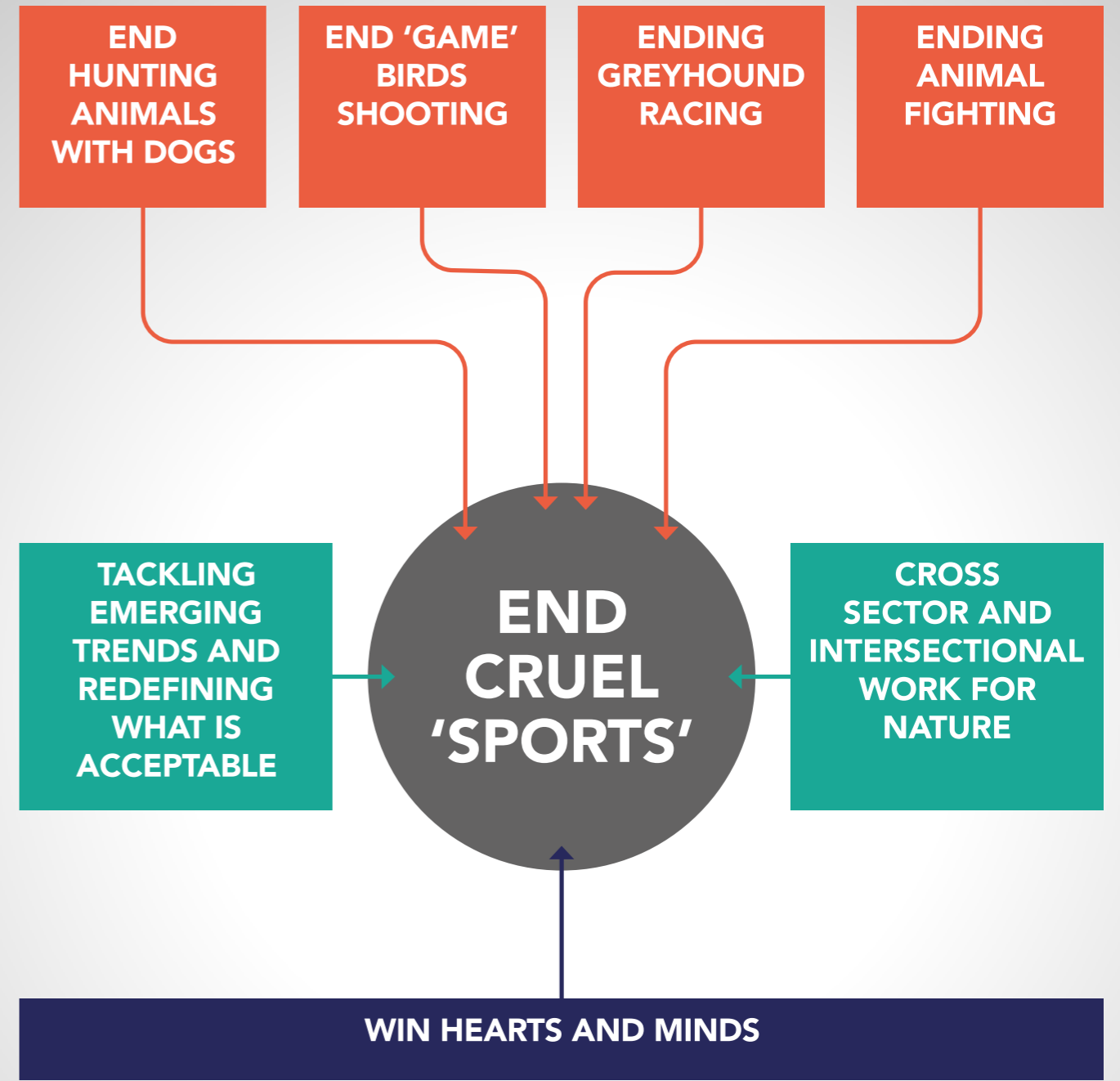
Empowered by knowledge and driven by compassion, we work to redefine what is acceptable so that no animal is persecuted in the name of sport.

We do this by demonstrating our values in everything we do:

Compassion:	Credibility:	Courage:	Collaboration:	Connection:
We are ethical and committed to creating a world that is caring towards animals and people;	We are law abiding, rely on evidence and have years of experience;	We have the confidence to challenge those who believe in killing animals for 'sport';	We unite with others through honesty to achieve a common goal;	We gain power from our connection to nature and each other

Only by living our values can we be that catalyst for change that animals so desperately need.

OUR PRIORITIES



KEY

- Core Priorities
- Emerging Priorities
- Enabling Priorities

WHAT WE DO

Building on a century of impact, the League is evolving its approach to meet the challenges of today's world. From tackling online animal cruelty to shaping progressive legislation and nurturing public empathy, our work remains grounded in compassion and powered by evidence. Our new five-year strategy sets a clear direction for the League: to strengthen protections for animals, mobilise public compassion and deliver real change across the UK. The new strategy has some growth areas, but the outline below captures the core elements of our work to end the persecution of animals for 'sport'.

Animals are at the heart of everything we do. Here to stop animals from being persecuted in the name of sport, we strive to protect them from the horrific acts of hunting, shooting and animal fighting.

We know that every action brings us one step closer to ending cruel sports and our passion drives us forward. Together, with our committed supporters, we are working towards bringing about real change for animals across the UK.

As a charity we want to redefine what is acceptable and inspire change. We do this by:

Campaigning for change

We stand up for those who don't have a voice and demand changes to legislation to protect them. Our hard-hitting campaigns inspire actions.



Providing our animal crimewatch service

Our supporter-funded confidential service enables the public to report acts of suspected animal cruelty in the name of sport for us to investigate.



Educating the public and policy makers

Our high-profile work in the media and expert behind-the-scenes lobbying across the devolved nations, ensures we can create awareness of the plight our wildlife faces.



Providing intelligence to law enforcement

Our in-house intelligence team provides packages for local law enforcement about those suspected of illegal activity to bring them to justice.



Maintaining wildlife reserves

Our ten wildlife reserves provide a safe haven for animals to roam free from those who persecute them.



Sharing our research and evidence

We strive to share our knowledge and highlight the plight that hunting, shooting and animal fighting has on our society and landscape.



Working with schools

Our League of Animals educational resource enables younger generations to be curious about the world around them, from our wildlife to our natural world.



Working with other animal welfare charities

We work in partnership with others to raise our collective voices and inspire change, such as increasing sentences from six months to five years for those found guilty of animal welfare crimes as part of the Animal Welfare (Sentencing) Act 2021.



OUR HISTORY

Watch how the value of compassion has ignited a legacy of change

More about the League (click the icons to view):



An ethical approach to work



Sustainability at the League



Diversity and inclusion



2025 Impact Report



What's it like to work at the League?



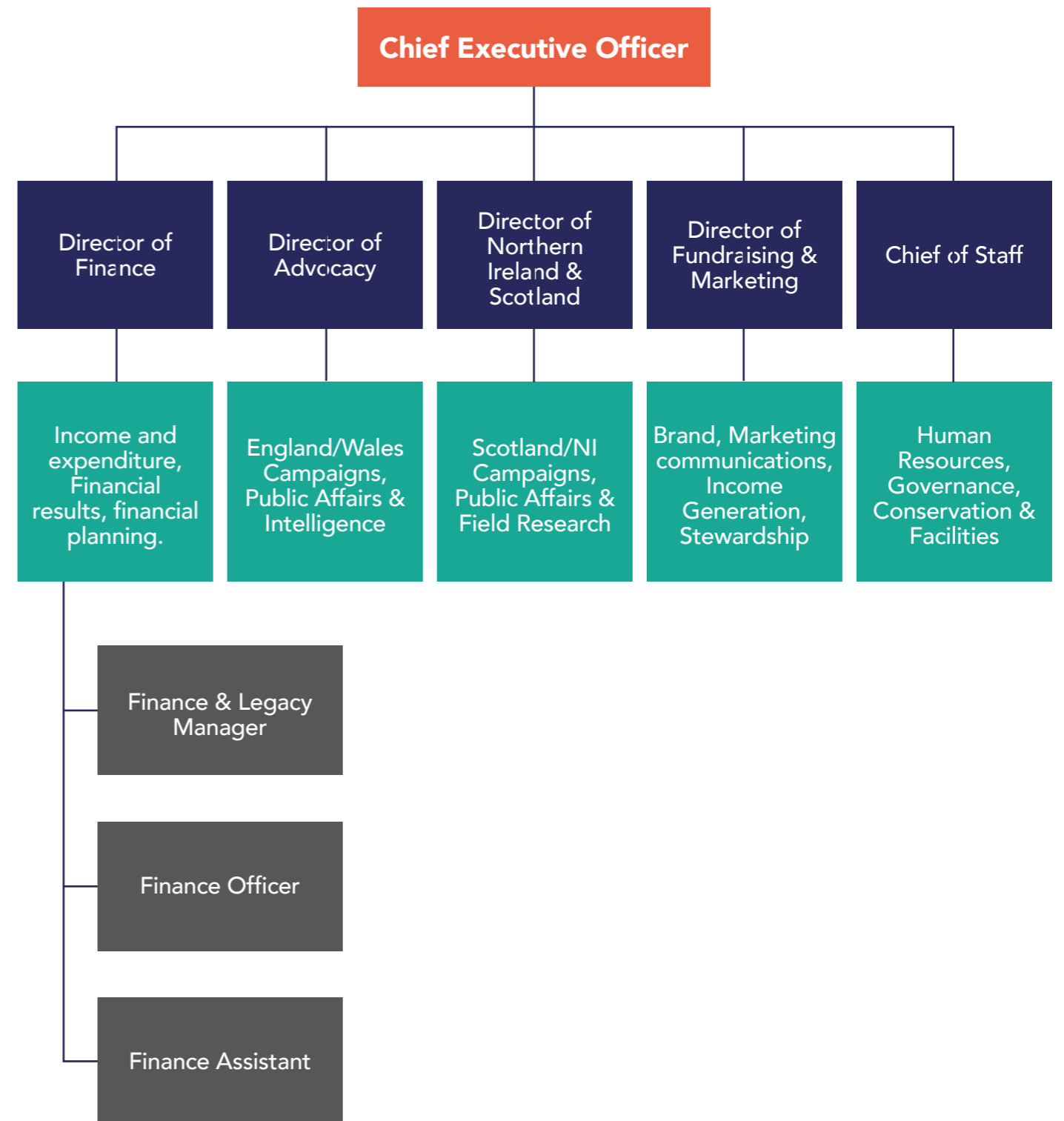
Our Current Campaigns



ROLE AND STRUCTURE

As we embark on a new chapter under refreshed leadership and strategy, our Finance Directorate is central to ensuring strong governance, financial resilience and the effective stewardship of resources that deliver lasting change for animals.

Team Structure:



ROLE DESCRIPTION AND PERSON SPECIFICATION

Position:	Director of Finance
Salary:	Up to £70,200 per annum (pro-rata for part-time)
Hours:	35 hours per week (Monday – Friday) Flexible working and part-time options considered
Responsible to:	Chief Executive Officer
Responsible for:	Finance Officer, Finance Assistant & Finance and Legacy Manager
Works With:	Senior Leadership Team, Finance and Risk Committee Board of Trustees, all staff, auditors, tax advisors and other interested parties
Location:	Hybrid working – mostly home based, occasional visits to Godalming office

Overview:

The Director of Finance will direct, run and oversee the financial operations and procedures of the League, responsible for our annual budgeting, financial reporting including monthly management accounts, annual statutory accounts production and managing the audit, treasury management, VAT and tax returns, statutory compliance filing and finance management system administration.

The Director of Finance will provide data, reporting and professional advice on the finances, and where applicable, commercial aspects, of the Charity and its trading

subsidiary company and will work closely with the senior leadership team to support the delivery of the charity's strategy.

In addition, the role will ensure our accounting and financial systems, structures, processes and controls are robust and appropriate. The Director of Finance will be the lead director for the management of general and financial risk, including fraud risk, working in collaboration with the other Directors.

The League Against Cruel Sports is Britain's leading charity working towards a kinder society where persecuting animals for 'sport' is in the past.

Redefining what is acceptable and inspiring change, we were instrumental in helping bring about the landmark Hunting Act 2004. Driven by compassion and empowered by knowledge, we manage sanctuaries to protect wildlife, carry out investigations to expose law-breaking and cruelty to animals, and campaign for stronger animal protection laws and penalties.

United, we will end animal cruelty in the name of 'sport'.



Purpose of Job:

- To provide the robust financial framework required to optimise our resources and minimise risk, thereby ensuring financial security and stability.
- To have overall control and responsibility for all financial aspects of League's strategy, to analyse figures and implement agreed recommendations.
- In periods of change both in the external environment and internally, the Director of Finance role is critical for understanding the financial implications and coordinating the necessary process, systems and policy changes as appropriate.
- To support the continued growth, scale and sustainability of our funding and help achieve the League's objectives to be a best-in-class charity and employer through strong and effective governance, management, planning, charity regulations and reporting requirements, systems and programmes.

Principal Responsibilities:

- Provide leadership to the Board's Finance and Accounting strategy, to optimise the League's financial performance and strategic position
- Ensure that the League's financial systems, policies and processes are robust, compliant and support current activities and future growth and implement these across the organisation
- Contribute fully to the development of League's strategy across all areas of the business, challenging assumptions and decision-making as appropriate and providing financial analysis and guidance on all activities, plans, targets and business drivers
- Work with the Senior Leadership Team to grow the charity, formulating strategies and plans
- Lead and develop the Finance team
- Provide reporting, analysis and commentary on the League's financial performance at Trustee meetings, including the production of monthly management accounts
- Ensure budgeting processes are carried out and reviewed to ensure accurate financial reporting
- Take ultimate responsibility for the League's treasury management and policies
- To provide final annual accounts and supporting schedules within an agreed audit timetable, working closely with the auditors to deliver the annual report for Board approval
- Ensure that the regulatory requirements of all statutory bodies are met
- Manage the League's financial policies
- To oversee transaction processing, and support employee payroll processing and pensions administration functions
- Establish a high level of credibility and manage strong working relationships with external parties including supporters and donors
- Work in line with company policies and processes, in particular health and safety and information security
- Actively work to embed sustainability into day-to-day practices, advancing sustainability at the charity
- Take an inclusive and collaborative approach to teamwork and stakeholder engagement
- Any other duties that are reasonably asked of you.



Skills/Knowledge	Essential	Desirable
Professional and Technical Qualifications	<ul style="list-style-type: none"> • Fully qualified Accountant and current member of ICAEW, CIMA, ACCA or equivalent or holder of an equivalent qualification. 	
Experience and Knowledge	<ul style="list-style-type: none"> • Significant relevant skills and knowledge in financial leadership and operational management at a senior level gained in an organisation of comparable scale, including knowledge of treasury and financial management. • Experience of leading, developing, managing and motivating teams and individual direct reports. • Proven experience of budget preparation, setting and monitoring and financial forecasting. • Proven track record of preparing and presenting financial and management accounts, reports and data. • Thorough understanding of management systems for all accounting functions including purchase ledger, sales ledger, payroll, cash and banking and nominal ledger. • Proven experience of liaising with statutory agencies e.g., Charity Commission, Inland Revenue and HMRC. • Strong experience of both management and statutory financial accounting including taking the lead with external auditors and tax advisers. 	<ul style="list-style-type: none"> • 5 years experience in a financial leadership role in the charity sector. • Strong understanding of charity laws and regulations. • The ability to influence key business strategies and initiatives, taking a strategic view of the business and impact on finance to improve and deliver a proactive service.

Skills/Knowledge	Essential	Desirable
<p>Skills and Competencies</p>	<ul style="list-style-type: none"> • Able to lead, inspire, motivate influence others to achieve the League’s objectives. • Excellent communication skills to be able to talk to anyone in a diplomatic yet inspiring way. • Proven report writing skills and the ability to report financial information in a way that it is accessible to a wide range of stakeholders. • Ability to set targets, motivate and inspire staff to achieve targets. • Ability to prioritise responsibilities under pressure and be self-motivating. • Personal Integrity and ability to maintain strict confidentiality. • Excellent judgment, able to analyse and understand issues and generate solutions based on relevant information. • Able to identify and manage risk. • Advanced MS Word, Excel, PowerPoint and Outlook skills. 	<ul style="list-style-type: none"> • Ability to think strategically, assess risks, monitor trends and anticipate implications of decisions. • Strong mentoring and coaching skills, and proven ability to develop others.
<p>Personal Characteristics</p>	<ul style="list-style-type: none"> • Genuine empathy and commitment to animal welfare. • Collaborative, approachable and credible leadership style that can win hearts and minds. • Creative and solution-focused mindset. • Resilient under pressure and adaptable to changing circumstances. • Commitment to organisational values of accountability, openness and diversity. 	



HOW TO APPLY

If you'd like to have an informal conversation about the role, please get in touch and we will be happy to arrange a call with our CEO or current Finance Director.

Deadline for applications:

Sunday 12 July 2026.

How to apply:

Please send your CV and covering letter to people@league.org.uk.

Interviews for the role will be scheduled on **22-23 July online** for stage one and **29 July** in person in London for stage two.



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The League Against Cruel Sports is a registered charity in England and Wales (no. 1095234) and Scotland (no. SC045533)