

WE ARE HIRING A

Head of Finance

Owning the numbers, the contracts and the commercial mechanics behind every deal we do, working side by side with the CEO as her finance and commercial counterpart.

CONSULTANCY

FRACTIONAL · ~2 DAYS PER WEEK

THIS IS THE WHO

IMAGINE is a global leadership community for impact, running curated programmes, including the Oxford Accelerator, for a network of senior leaders across six continents. We are mid-launch on a new community membership platform and preparing for a busy September Oxford intake.

THIS IS THE WHAT

This is the senior finance seat at IMAGINE, held on a fractional basis. It owns the numbers, the contracts and the commercial mechanics behind every deal we do. It is a broad, hands-on remit: there is no internal finance team, and bookkeeping, payroll and statutory work sit with outsourced providers you oversee. We are building out our revenue model in earnest across membership, programmes, retreats and partnerships, and whoever takes this seat will shape how that is priced and structured, with scope for the remit to broaden into wider commercial leadership as the business scales.

KEY RESPONSIBILITIES

- **Financial management** — cash flow, budgeting, forecasting and management reporting; the five-year revenue model; pricing and margin decisions; treasury; exit readiness and valuation work
- **Commercial visibility** — making the revenue trajectory legible: what the pipeline needs to deliver, when it converts to cash, and where the gaps sit against our objectives
- **Commercial challenge** — testing growth plans against what the business can fund, and getting the numbers in front of the CEO and the team early enough to act on
- **Deal-making and contracts** — structuring, drafting and negotiating sponsorship agreements, MSAs, statements of work and quotations through to signature; payment terms and collections; ownership of our contract templates and external counsel relationships
- **People and reward** — payroll oversight, employment and contractor agreements, compensation and commission design, and the employee share scheme
- **Governance, compliance and systems** — statutory accounts and filings, tax and VAT, insurance, and the Xero, Stripe and payroll stack, overseen rather than executed, largely delivered by outsourced providers

WHAT WE ARE LOOKING FOR

- Genuinely commercial — you can negotiate a contract rather than only review one, and know which points matter and which to concede
- Fractional or portfolio experience, having been the senior finance person in a small or scaling business
- Someone who lands quickly, prioritises ruthlessly, and flexes around live deal cycles and programme delivery
- Fast, pragmatic and self-directed — deals move quickly here and finance is often either the constraint or the unlock
- Sound judgement and discretion — the role sits close to the founders and to sensitive commercial and shareholder matters
- Evidence of having helped a business grow its top line, not only manage its cost base
- Familiarity with both consumer subscription and long corporate sponsorship cycles
- Ideally a qualified accountant, though track record matters more than letters

THIS IS WHY IT MATTERS

This role sits at the intersection of finance and growth. Deals move quickly here, and finance is often either the constraint or the unlock. Every deal structured well, priced right and converted to cash funds what IMAGINE can do next, across Community Membership, the Oxford Accelerator, retreats and partnerships.

COMMITMENT

Approximately 2 days per week

BASIS

Consultancy engagement, invoiced monthly

LOCATION

Remote with occasional travel to London

REPORTS TO

Co-Founder & CEO