

Role Specification

Vice President Finance/Chief Finance & Commercial Officer

September 2026

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About King's College London



Further information about King's College London can be found on its website: [King's College London](https://www.kcl.ac.uk)



4th oldest university in England



31st in the world and **5th** in the UK (QS World University Rankings 2026)



£1.5bn annual income



40,000+ students



Students from **150+** countries



12,000+ employees



9 academic faculties



5 campuses across central and south-east London



Teaching delivered both **on campus and online**



Located in the heart of **London**, with one of the UK's largest and most internationally diverse university communities

About King's College London



Together, the King's community delivers a comprehensive portfolio of outstanding and impactful research and education, working in close partnership with London's vibrant ecosystem, other universities and partners across the globe.

King's College London offers an intellectually stimulating environment in which to work, where staff are dedicated to the advancement of knowledge and learning in the service of society. King's is a multi-faculty institution, providing high-quality education, research and innovation across the humanities, sciences, medicine, law, dentistry, nursing, business and social sciences.

King's provides world-class education which enables students to become rounded critical thinkers, set up for success and with the character and wisdom to strive for social change. Through enquiry-driven research, King's delivers transformative insights and solutions that have the power to advance and accelerate global progress.

King's is now entering another important stage in its development through its proposed merger with Cranfield University. Subject to the necessary approvals, the two institutions aim to come together from August 2027, extending King's academic capabilities, partnerships and physical footprint and creating new opportunities across education, research, innovation and engagement with industry and government.

Faculties, campuses and partnerships

Faculties

Together, the faculties provide exceptional opportunities for interdisciplinary collaboration and innovation across education, research and service to society.

King's comprehensive range of disciplines is organised into nine faculties:

- The Dickson Poon School of Law
- Faculty of Arts & Humanities
- Faculty of Dentistry, Oral & Craniofacial Sciences
- Faculty of Life Sciences & Medicine
- Faculty of Natural, Mathematical & Engineering Sciences
- Faculty of Social Science & Public Policy
- Florence Nightingale Faculty of Nursing, Midwifery & Palliative Care
- Institute of Psychiatry, Psychology & Neuroscience
- King's Business School

Partnerships

King's also benefits from extensive and deeply embedded relationships with NHS organisations and other health and research partners. These relationships encompass clinical education, research, people, facilities and estate arrangements and are central to King's position as a leading institution in health and life sciences. Partnership is fundamental to King's approach. From King's Health Partners and the Francis Crick Institute to relationships across government, industry, civic society and universities around the world, King's works with others to extend the reach and impact of its education and research.



Faculties, campuses and partnerships

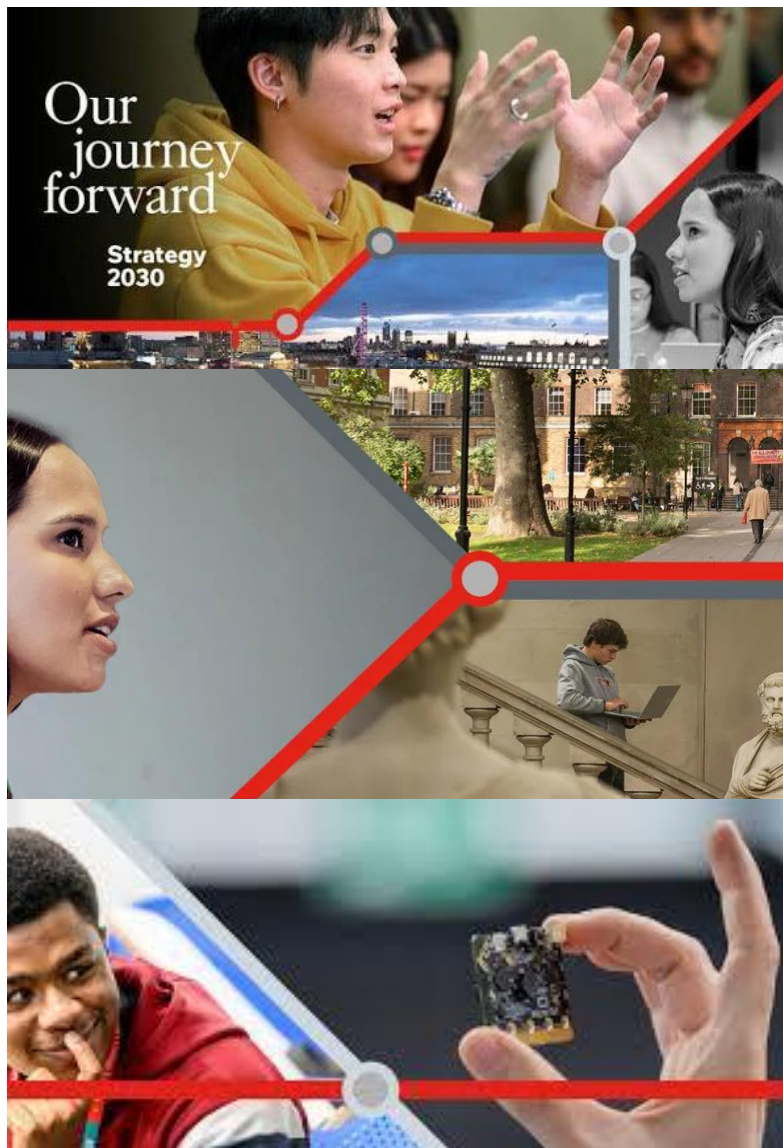


King's operates across five campuses:

- **Strand Campus**- located on the north bank of the River Thames, the Strand Campus houses King's College London's arts and sciences faculties.
- **Waterloo Campus**- home of the Florence Nightingale Faculty of Nursing & Midwifery and facilities for other faculties.
- **Guy's Campus**- the Faculty of Life Sciences & Medicine, Faculty of Dentistry, Oral & Craniofacial Sciences, and the Institute of Psychiatry, Psychology & Neuroscience are based at the riverside Guy's Campus, next to the Shard.
- **St Thomas'**- located near Waterloo Campus and home of continuing medical and dental teaching, as well as a museum dedicated to Florence Nightingale.
- **Denmark Hill**- Home to the Institute of Psychiatry, Psychology & Neuroscience.
- Beyond the five London campuses, we have an academic presence at the Defence Academy of the United Kingdom in Shrivenham, where our Defence Studies Department delivers professional military and security education to UK and allied armed forces.

Each campus plays an important role in King's academic mission and provides spaces for education, research, clinical activity, collaboration and student life. The estate includes specialist teaching facilities, laboratories, libraries, clinical and research environments, student residences and professional services accommodation.

King's Strategy 2030: In Service of Society Through Academic Excellence



For almost 200 years, King's has been a place where ideas turn into action. King's Strategy 2030 sets out how we take that purpose forward. The environment in which universities operate is shifting: the way higher education is funded is under strain, expectations of students and communities continue to evolve, and universities must increasingly show – *through our actions and impact – the value we bring to society.*

[Strategy 2030](#) was launched in January 2026 and aims to provide a clear framework with a shared direction and clear priorities. At the heart of this strategy is our reputation – it is what enables us to attract brilliant students and staff, forge world-class partnerships and secure the resources that fuel discovery and innovation. By safeguarding and strengthening our reputation, we not only secure our place in the world, but also our ability to serve society – in London, across the UK and globally.

Four key priorities for the next five years:

- **Delivering student success in and beyond the university** so that every student is supported to reach their potential
- **Investing in research and education excellence.** Remaining world-class amid changing national priorities and global needs
- **Fostering innovation and entrepreneurship in all that we do:** extending our reach beyond the campus and beyond the degree
- **Building sustainable finances for a secure future** so we can invest longer-term in our people, ideas and infrastructure.

These priorities are underpinned by five key enablers: our people; effective services; thriving campuses; impactful partnerships and engaged alumni and donors.

King's is also entering an important new phase through its proposed merger with **Cranfield University**. Announced in May 2026, the proposal aims to bring the two institutions together from August 2027. The proposed merger would combine King's breadth and strengths across health, life sciences, policy, the humanities and social sciences with Cranfield's distinctive capabilities in technology, engineering, management and engagement with industry and government. It would also extend King's physical footprint and create new opportunities across education, research, innovation and commercial partnerships.

Organisational Values and Culture



As King's delivers Strategy 2030, the University is also working with its community to refresh the values that will shape the culture of King's for the future. That work builds on enduring qualities that have long been important to the University and which continue to inform how the King's community works together.

- **Collegiality** is an important part of King's culture, reflected in the welcome we give to new colleagues and in our willingness to work across disciplines, professions and organisational boundaries to achieve shared goals.
- The **diversity** of our community is one of our greatest strengths. We are committed to an environment in which people are treated fairly and with respect, different experiences are valued, and the rights and protections provided by the law are upheld. We work to identify and address barriers to participation, progression and success.
- King's is a place where ideas can be explored, challenged and debated. We uphold **academic freedom and freedom of expression** within the law, alongside the responsibility to engage with one another with respect, integrity and intellectual rigour.
- The **pursuit of excellence** underpins all that we do, from research and education of the highest quality and equipping our students for success beyond the university, to the responsible stewardship of our financial, physical and institutional resources for future generations.
- **Innovation** is central to King's success, bringing together curiosity, scholarship and insight to find new ways of addressing the defining challenges of our time.

The Opportunity



This is a pivotal appointment at an important moment in King's development. Having grown significantly in scale, income, student numbers, international reach and organisational complexity, the University has strengthened its financial discipline and put itself on a more sustainable financial footing. Building on these strong foundations, King's now seeks a Chief Financial and Commercial Officer who will bring the strategic insight, commercial judgement and analytical capability needed to help shape the University's next stage of development.

The evolution of the role from Chief Financial Officer to Chief Financial and Commercial Officer reflects King's ambition to combine excellent financial stewardship with commercial judgement, strategic decision support and a more systematic approach to creating value from the University's estate, strategic partnerships, educational activity and wider commercial opportunities.

Reporting directly to the Vice-Chancellor & President, Professor Shitij Kapur, the CFCO will act as a trusted adviser and strategic partner, helping to shape King's long-term direction and providing the financial insight and commercial judgement to support strategic decision-making across the University.

The successful candidate will strengthen King's understanding of the cost, contribution and long-term value of its activities, equipping the University with richer insight to inform strategic planning and investment decisions. In doing so, they will further enhance management information, financial analysis and performance insight, supporting better-informed, evidence-based decisions across education, research, investment and professional services. They will help King's identify and develop sustainable sources of income through more effective use of the University's estate and facilities, continued growth of international and executive education, strategic partnerships with industry and government, and the appropriate commercialization of research and intellectual property.

A central element of the role will be leading the continued transformation of the finance function. The CFCO will build on existing strengths while developing a more strategic, commercial and business-partnering culture, supported by modern systems, technology, data and analytics. The role will also provide financial and commercial leadership for the proposed merger with Cranfield University, helping King's assess the opportunity, manage risk and shape the long-term investment and integration plan. The CFCO must combine the commercial instincts and analytical rigour expected of a leading finance executive with a deep appreciation of the distinctive culture, governance and public purpose of a major research university. They must be equally comfortable challenging assumptions, enabling strategic decisions, and representing the University with credibility in its relationships with partners, investors, government and other external stakeholders. Success in the role will require exceptional judgement, influence and the ability to build trust across a complex organisation. The CFCO will need to operate as an institutional leader, forging strong relationships across academic, student and professional communities, working in close partnership with the Vice-Chancellor, Chief Operating Officer and wider executive team, and balancing commercial discipline with the values and public purpose of a leading research university.

For the successful candidate, this is an opportunity to make a lasting contribution to one of the world's leading universities. Working at the heart of the institution, they will help shape King's long-term direction, strengthen its financial and commercial capability, and enable it to realise its ambitions for students, research and society.

Scope of the Function



The Chief Financial and Commercial Officer leads a broad University-wide function encompassing Finance, Procurement & Contracts and central Analytics, bringing together the capabilities required to support King's financial stewardship, strategic planning, commercial decision-making and long-term sustainability.

The Finance function comprises approximately 100 colleagues and covers financial planning and analysis, financial control and reporting, treasury, tax, business partnering and wider financial operations. The function works across King's faculties and services to provide financial insight, challenge and support for strategic and operational decision-making.

Alongside Finance, the CFCO also has responsibility for the University's **Procurement & Contracts** and central **Analytics** functions, both of which play an important role in strengthening commercial discipline, management information and evidence-based decision-making across King's.

The University's central **Analytics Department** is responsible for internal business intelligence and analysis, oversight of all statutory data reporting, and the maintenance and continued development of the University's reporting infrastructure. The Department comprises an Internal Reporting team, External Reporting team and Developer team, with 20 members of staff across roles including data analysts, developers, data engineers and data scientists.

The University's operating model for analytics is hub and spoke, with teams of analysts embedded in individual business functions. The central Analytics Department supports these teams by providing reporting infrastructure, guidance and training. In addition to its governance and co-ordination responsibilities, the Department directly provides reports, analytics and advice across core business functions, including key performance indicators to senior committees and members of the Executive. The External Reporting team oversees all major statutory data returns, including student funding returns to the OfS. King's is the third largest recipient of teaching funding in England. It uses external and sector benchmarking data to provide analysis and insight and leads the University's league table analysis and submissions. The Developer team maintains and develops the University's cloud-based data lake and warehouse. This spans Finance, Research, Space, Students and Workforce, and underpins the majority of the University's operational and strategic reporting.

The **Procurement & Contracts function** is a mature and effective team with a well-developed procurement strategy aligned with King's Strategy 2030. The Procurement Department oversees annual non-pay spend of approximately £400 million, excluding ongoing spend against term contracts, and comprises a team of 35 staff. The team runs procurements covering all activities of the University – Construction Projects, Estates and Facilities Management, Research, Science, IT and Corporate Services; provides commercial contracts advice; negotiates contractual issues; and ensures King's strategic objectives, including those relating to financial and environmental sustainability, are met. Bi-annual reports are produced for the Finance Committee and the Audit and Risk Committee, recognising the financial and compliance responsibilities of the team.

The Department is led by the Chief Procurement and Contracts Officer, who has responsibility for Accounts Payable/P2P, Expenses, Travel Operations and Policy, Sustainability and Impact, and the production of sophisticated spend reports. The Chief Procurement and Contracts Officer has six direct reports: a Director of Estates and Corporate Procurement, Director of Science, Research and IT Procurement, Head of AP, Travel Manager, Sustainable Procurement Officer and Spend Data Analyst.

The Chief Financial and Commercial Officer (CFCO) is a member of King's Senior Leadership Team and one of the University's most senior strategic leaders. Reporting directly to the Vice-Chancellor & President, the CFCO provides financial and commercial leadership across the institution, ensuring King's remains financially resilient while supporting its long-term strategic ambitions. The role combines outstanding financial stewardship with commercial judgement, developing the financial insight and commercial understanding needed to enable better institutional decision-making and long-term value creation.

Strategic leadership

- Act as a trusted adviser to the Vice-Chancellor & President and an influential member of King's Senior Leadership Team.
- Contribute to the development and delivery of King's strategic vision and academic mission, sharing collective responsibility for the University's performance, sustainability and long-term success.
- Bring financial insight, commercial judgement and analytical rigour to major strategic, investment and organisational decisions.
- Work in close partnership with the Chief Operating Officer and other members of the Senior Leadership Team to align financial, operational and strategic priorities.

Financial strategy and sustainability

- Develop and lead King's long-term financial strategy, ensuring the University has the resilience and investment capacity to deliver Strategy 2030.
- Develop the financial insight and commercial perspective needed to enable better institutional decision-making and long-term value creation.
- Lead business planning, budgeting, forecasting, financial modelling and scenario analysis across the University.
- Oversee treasury, liquidity, borrowing, funding and balance-sheet management, balancing investment ambitions with long-term financial resilience.
- Strengthen the University's management information and financial insight, providing leaders with the evidence needed to make informed strategic, operational and investment decisions.
- Support the University's ambitious philanthropic agenda, ensuring that funding propositions are robustly costed, financially sustainable and deliverable, and providing the high levels of financial assurance and scrutiny increasingly expected by major donors.

Role Profile Continued

Commercial strategy and strategic opportunities

- Develop a coherent commercial strategy that supports sustainable income growth and diversification.
- Enhance opportunities to create greater value from King's estate, educational portfolio, strategic partnerships and other institutional assets.
- Provide financial and commercial leadership across King's estate and capital programme, working with the Chief Operating Officer and other senior leaders to optimise estate utilisation and support long-term investment decisions.
- Lead the financial and commercial assessment of major strategic opportunities, including mergers, strategic partnerships and significant institutional investments, ensuring robust due diligence, transparency, governance and implementation.

Finance transformation

- Lead the continued evolution of a finance function of approximately 100 colleagues into a strategic, analytical, commercially minded and technology-enabled partner to the University.
- Shape the structure, capability and operating model of the function to support the University's evolving strategic and commercial priorities.
- Drive the continued development of financial systems, data, analytics and business partnering capabilities.
- Foster a collaborative, high-performing culture focused on insight, partnership and continuous improvement.

Governance and external relationships

- Maintain the highest standards of financial stewardship, reporting, control, risk management and regulatory compliance.
- Provide clear, timely and authoritative advice to Council, the Finance Committee and other governance bodies on financial strategy, risk and investment.
- Build productive relationships with auditors, regulators, lenders, NHS partners, government, industry, funders and other strategic partners.
- Represent King's with credibility in key financial, commercial and partnership discussions.

People and cultural leadership

- Lead, inspire and develop the finance leadership team and wider function.
- Communicate financial priorities and decisions with clarity, transparency and sensitivity.
- Model King's Principles in Action and contribute to a culture of accountability, partnership and service.

Person Specification



The successful candidate will be an outstanding strategic finance leader with the judgement, credibility and influence to operate at the heart of a complex, mission-driven institution. They will combine commercial acumen and analytical rigour with a collaborative leadership style, demonstrating a strong commitment to King's Principles in Action and to fostering an inclusive, values-led culture.

Experience

- A successful track record in a senior finance leadership role within an institution of comparable scale and complexity.
- Experience of contributing at executive or board level to organisational strategy and decision-making.
- Experience developing long-term financial strategy and leading financial planning, investment and resource allocation.
- Experience leading organisational transformation, including the development of finance functions, systems and operating models.
- Experience of evaluating and delivering major strategic initiatives, commercial opportunities, partnerships or complex transactions.
- Experience working successfully across complex stakeholder environments where influence, collaboration and sound judgement are critical.

Leadership capability

- Outstanding strategic judgement, commercial acumen and analytical capability.
- The ability to influence and build credibility with diverse internal and external stakeholders.
- An inclusive, collaborative leadership style and the ability to build high-performing teams.
- The confidence to challenge constructively while fostering trust and consensus.
- Excellent communication skills, with the ability to explain complex financial matters clearly to a wide range of audiences.

Values and behaviours

- Demonstrate the highest standards of integrity, professionalism and personal credibility.
- Combine commercial discipline with an appreciation of the distinctive culture, governance and public purpose of a leading research university.
- Show resilience, curiosity and adaptability in a complex and evolving environment.
- Be motivated by the opportunity to contribute to King's mission and its impact on students, research and society.

Governance and Leadership



College Council

The College Council is the University's governing body, with legal and financial responsibility for ensuring that King's operates effectively and remains sustainable over the long term.

The College Council is chaired by **Lord Simon Stevens**, who took up the appointment in January 2025. **Stephan Weiner** is Vice-Chair of Council and Honorary Treasurer. He also chairs the Finance Committee.

The Chief Financial and Commercial Officer will report directly to **Professor Shitij Kapur, Vice-Chancellor & President of King's College London**. Professor Kapur returned to King's as Vice-Chancellor & President in June 2021. He previously served as Dean and Assistant Vice-Chancellor for Health at the University of Melbourne and has an academic background in psychiatry, neuroscience and medicine.

The CFCO will be a member of King's senior leadership team and one of the Vice-Chancellor's closest strategic advisers. They will work alongside the University's senior academic and professional services leaders, including:

- **Professor Rachel Mills CBE**, Senior Vice President (Academic)
- **Professor Graham Lord**, Senior Vice President (Health & Life Sciences)
- **Professor Sir Bashir Al-Hashimi CBE**, Senior Vice President (Research & Special Initiatives)
- **Jeremy Cook OBE**, Senior Vice President (Operations) and Chief Operating Officer
- **Professor Graham Wynn**, Vice President (Education & Student Success)
- **Professor 'Funmi Olonisakin**, Vice President (International, Engagement & Service)
- **Lisa Adams**, Vice President (People & Talent) and Chief People Officer
- The Executive Deans of King's nine faculties
- **Dr Sinéad Critchley**, University Secretary and Director of Assurance

Please see more on the King's website: [Our people | King's College London](#)

How to Apply



The recruitment process is being supported by Russell Reynolds Associates on behalf of King's College London.

The closing date for applications is 23:59 GMT on 27th September 2026. Please click [here](#) to apply quoting job reference number 2607-105L.

You will be asked to register your details, answer any application questions and upload your CV and Statement of Suitability.

Your submission should include:

- A CV setting out your career history, with key responsibilities and achievements. Please ensure you have provided reasons for any gaps within the last two years.
- A Statement of Suitability (no longer than two pages) explaining how you consider your personal skills, qualities and experience provide evidence of your suitability for the role.
- A completed Diversity Monitoring Form available [here](#).

Please note the information you provide will help support monitoring King's recruitment processes to ensure they are fair to all and allow the institution to attract diverse and talented candidates. The diversity data in this section is collated in aggregate and will not be disclosed to anyone involved in assessing your application.

You can see our privacy notice [here](#).

Please note that due diligence will be carried out on shortlisted candidates. Candidates should expect this to include searches of previous public statements and social media, blogs or any other publicly available information.

Should you wish to speak with someone before submitting an application, or if you have difficulty in accessing the online platform, please contact responses@russellreynolds.com in the first instance, quoting reference number 2607-105L.