



Pitlochry Festival Theatre

Head of Finance



Introduction

Pitlochry Festival Theatre is a nationally significant production theatre and one of Scotland's leading cultural organisations, operating year-round from its base in Highland Perthshire. Since its founding in 1951, the organisation has built a strong reputation for delivering high-quality productions, attracting audiences from across the UK and internationally.

The theatre is entering a critical phase of evolution, with a renewed leadership team and a clear mandate to raise its national and international profile, strengthen commercial performance and improve operational discipline. The recent appointments of internationally acclaimed Scottish actor, writer and director Alan Cumming as Artistic Director, alongside an experienced Chief Executive, signal both ambition and intent to elevate the theatre's profile, broaden its reach and scale its impact.

With strong audience engagement, a distinctive brand and public funding underpinning its model, the organisation now requires an experienced Head of Finance to support decision-making, improve accountability and ensure long-term sustainability. This creates a high-impact opportunity for a finance leader to influence direction, drive improvement and deliver measurable change.



The Role



Job Title: Head of Finance



Location: Pitlochry



Reports to: CEO

The Head of Finance will take ownership of the finance function at a pivotal point, with a clear mandate to stabilise, strengthen and evolve financial management across the organisation. Reporting to the CEO and working closely with the Senior Leadership Team and Board, the role combines immediate operational priorities with longer-term strategic influence.

The incoming individual will strengthen governance, controls, and consistency, and provide timely, reliable financial insights to support decision-making. Early success will be defined by the ability to deliver quick, tangible improvements, build credibility with stakeholders and introduce greater financial discipline without disrupting creative delivery.

This is a hands-on leadership role in a complex, evolving environment, requiring pragmatism, resilience and a clear focus on outcomes.

KEY RESPONSIBILITIES

- Take full accountability for the performance and output of the finance function
- Deliver accurate, timely and decision-focused management information to SLT and Board
- Lead budgeting, forecasting and cash flow management to improve financial visibility and control



- Strengthen governance, internal controls and risk management practices
- Rebuild confidence in financial processes, reporting and decision-making frameworks
- Drive immediate process improvements, prioritising impact and efficiency
- Provide clear financial insight to support commercial and programming decisions
- Lead financial planning and modelling for capital projects and funding initiatives
- Manage audit, statutory reporting and regulatory compliance requirements
- Build, lead and develop a capable, accountable finance team
- Act as a credible and independent voice, challenging assumptions and driving accountability



Preferred Candidate

Profile

This role requires a commercially focused finance leader who delivers outcomes in fluid environments. You will be comfortable stepping into a function that requires structure, prioritisation and momentum, and able to balance immediate delivery with longer-term improvement.

You will bring the credibility to operate at Board level, alongside the pragmatism to identify and execute quick wins that materially improve performance and control. Strong judgement is essential, knowing where to apply rigour, where to flex, and how to move the organisation forward without over-engineering solutions.

You will be confident influencing senior stakeholders, including those without financial backgrounds, and able to challenge constructively while maintaining trust. This is a role for someone motivated by impact, ownership and the opportunity to shape both a function and wider organisational behaviour.

Mandatory Requirements

- Professionally qualified accountant (ACA, ACCA, CIMA, CIPFA or equivalent)
- Proven track record in a senior finance leadership role with full functional accountability
- Demonstrable experience improving financial controls, reporting and processes
- Strong commercial acumen and ability to influence operational decision-making
- Experience delivering results in complex, changing or underdeveloped environments
- Ability to operate effectively at both strategic and hands-on levels

Beneficial Requirements

- Experience within charity, arts or publicly funded organisations
- Knowledge of Charity SORP, Theatre Tax Relief and grant funding frameworks
- Experience supporting capital investment, business cases or funding applications
- Exposure to organisational change, turnaround or restructuring environments
- Experience developing finance teams and improving capability



Remuneration

Salary &
benefits:

Competitive with benefits

Working Format:

Hybrid working 2-3 days per week in Pitlochry



Recruitment Process

iMultiply is committed to promoting equality, diversity and inclusion throughout all recruitment processes. We welcome applications from candidates who may not meet every requirement but can demonstrate the capability, motivation and values alignment to succeed.

First Stage:	Video interview with iMultiply exploring experience, motivations and alignment.
Second Stage:	Interview with Pitlochry Festival Theatre focused on technical skills, organisational fit and values alignment.

Consulting Lead:

All applications should be sent to Andrew Robinson, Associate Director at iMultiply.

Any direct or third-party introductions will be forwarded to iMultiply for assessment.



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THEATRE**