



**IWF**  
Internet  
Watch  
Foundation

Working together  
to stop child sexual  
abuse online

**RECRUITMENT PACK**

# Finance & Resources Director

# Working to stop child sexual abuse online

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**Protecting children is at the heart of everything we do. For nearly 30 years, since the early days of the internet, our job has been to help victims of child sexual abuse by hunting down and removing the online record of the abuse.**

It's a tough job. Our image analysts are amongst the best in the world. The children in the pictures are real. Their abuse and suffering is very real. Our experts never forget that.

The criminals who sexually abuse children, then record their suffering and share the horror online are ruthless. Sometimes they create images with audiences in mind. Victims range from babies to young teens. Abusers are often experienced at online grooming, skilled at manipulating young minds. Sometimes victims don't even realise they are being abused until it's too late.

Sadly, the internet makes it easier to share these images. We use advanced technology and human expertise to help young victims. If we can remove the record of suffering online and stop those images circulating, then we can stop the abuse being perpetuated. This makes the internet a safer place for all children and adults.

## How we do this

- **Our team of human analysts.** Tech companies and law enforcement worldwide trust the assessments, experience and knowledge of our extraordinary team of people.
- **Tech-for-good.** Our in-house tech team build tools designed to make it easier to identify and remove online images and videos of child sexual abuse. In short, tech to protect kids.
- **Working together.** With international partners in government, law enforcement, reporting hotlines, charities and the tech community we work to stop illegal images of children being circulated again and again. We share vital information that could lead to the rescue of a child from terrible abuse.
- **IWF Hotline.** This gives people a safe and anonymous place to report online images and videos suspected to show the sexual abuse of children. Our team of dedicated Hotline Analysts work tirelessly to locate and seek the removal of criminal imagery making the internet safer and protecting survivors from repeated victimisation.

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**The children in the pictures are real. Their abuse and suffering is very real. Our experts never forget that.**

# Our Chair & CEO



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***The IWF sits at the forefront of fighting for victims of child sexual abuse. We're seen as global leaders, standard-setters, and team players. Our strong relationships with companies around the world have enabled us to carve a much-needed place to both protect children and provide the means by which industry partners can ensure that their websites, platforms, games, and online spaces are safer for us all.***

Since 1996, the IWF's unmatched work and determination has led to the removal of millions of criminal images and videos from the open internet. Our datasets and services are used to protect more than 4bn online users and accounts globally.

This is possible because of the commitment and fortitude of the incredible IWF team. Every department from our front-line analysts to our People team, plays a critical role in helping us

achieve our mission of a global internet free from child sexual abuse material.

This is a rare opportunity to work closely with the Board and Executive Leadership Team, providing financial and people leadership in an organisation that is small enough to know everyone personally, yet influential enough to shape strategy and make a meaningful impact on one of the most critical issues of our time.”

**Catherine Brown, Chair**



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***Tracking down and identifying truly harmful child sexual abuse imagery is at the very core of what we do at the IWF.***

At the heart of IWF's work is the identification and removal of the most harmful child sexual abuse imagery online. Trusted by governments, technology companies, law enforcement and child protection organisations worldwide, we are recognised as a safe and reliable partner in tackling this critical issue.

While we develop cutting-edge technologies and collaborate with some of the world's largest tech companies, it is the skills, knowledge, and determination of our amazing team, that make this work possible.

Working at the IWF is not for everyone, but for our staff, knowing they have contributed to the removal of thousands of images and videos of child sexual abuse from the internet, helped prevent the future revictimisation of victims,

and even helped rescue children from abusive, dangerous situations, makes this the most satisfying place to work in the world.

I'm proud to say I lead the team at the IWF. Every person, regardless of which department they are in, works with a sense of tireless determination and passion which is vital to delivering our mission.”

**Kerry Smith, CEO**

# Our vision

We're creating an internet free from child sexual abuse that is a safe place for children and adults to use around the world.

## Our mission

We detect, disrupt, remove, and prevent online child sexual abuse material using our expertise and resources as effectively as possible.

The Internet Watch Foundation (IWF) is a child protection organisation, utilising ground-breaking tech to make the internet a safer place for children and adults across the world.

We're a not-for-profit organisation, supported by internet, tech and social media industries, private companies and the generosity of ordinary people.

We work closely with police, governments, the technology sector and NGOs globally, who trust our work.

Child sexual abuse images and videos are just as much a weapon as a knife. We actively search for this imagery and for the past 29 years, we've given people a safe place to report it to us, anonymously, now covering 54 countries.

We assess every report we receive. If it shows the sexual abuse of a child, we make sure the image or video is removed from the internet. We provide bespoke services, products and datasets to our industry Members to prevent the imagery from re-appearing and make it harder for offenders to find and share.

**We care.**

Our work relies on compassionate and resilient staff members, across diverse teams, including Analysts and Assessors in our Hotline, Finance, Admin, Communications and Technology, who are all highly trained and carefully looked after.

The children in these pictures and videos are real. The suffering captured in this imagery and the knowledge that it could be shared can haunt a victim for life.

**That's why it's our mission to remove this material for good. And to show every child there is someone out there who cares enough to help.**





# Our values

It's a huge responsibility to have the job of searching for, stopping, removing and preventing child sexual abuse imagery online.

We don't take this lightly. Our values act as our backbone, our core strength, a guide and a reminder of the importance of our work. They are embedded in everything we do.

## Being open and honest

- We treat every child victim of sexual abuse with the utmost and total respect;
- We always act with integrity and professionalism;
- We make sure our communications and actions are appropriate, true, transparent and accountable.

## Being excellent

- Every day we strive to be the best in the world at what we do;
- We set the global standard of best practice;
- We build Tech-for-good tools to help defend child victims of sexual abuse. We make the internet a safer place, by:
- Protecting child survivors of sexual abuse from being victimised again and again. By stopping offenders sharing pictures and videos of the abuse online, we're making it more difficult for these criminals to perpetuate the abuse;

- Preventing internet users from accidentally stumbling on child sexual abuse images and videos;
- We make it harder for criminals to find child sexual abuse imagery online, by disrupting the illegal sharing.

## Being team players

- Working together is vital. We always acknowledge the importance of partnerships;
- We recognise, reward and celebrate our success and achievements. If we win, so do children.

## Creating a caring and safe internal environment

- We respect, value and encourage individual contributions to our work and mission as well as those of our wider teams;
- A supportive environment is vital for people who work to protect children. We promote best-practice welfare for our staff who are committed to stopping the spread of child sexual abuse imagery;
- We encourage constant learning and personal development. It helps people thrive. It's good for us all.

# Building an inclusive culture

We are building an inclusive culture to make the IWF a place where our people feel valued, have a voice and can be their authentic selves.

We value difference and diversity, not only because we believe it is the right thing to do, but because it will help us to be more innovative and make better decisions.

We always aim to recruit people who are most suited to the job and encourage applications from people of all backgrounds – people of all ages, sexual orientations, gender identities, nationalities, religions and beliefs.

We fully support candidates with a disability or long-term condition who require adjustments during the recruitment process and throughout any subsequent appointment.

## Anti-racism statement

IWF stands in unity with all who experience racism and discrimination. As a team, we are committed to better understanding

the systemic racism and inequality that is experienced in the everyday lives of Black and minority ethnic people.

We affirm explicitly our commitment to being an anti-racism organisation. We acknowledge that racism causes significant harm and can be both conscious and unintentional. As an anti-racism organisation, we challenge ourselves to understand and correct any inequities we may discover and gain a better understanding of ourselves during this purposeful process.

Addressing racism requires courage, respect and compassion and may not always be or seek to be comfortable.

We have a zero-tolerance approach to racism and condemn all racist and discriminatory

behaviour. We are committed to challenging and preventing structural racism within every aspect of our work.

We commit to:

- Affirm our identity, explicitly and publicly, as an anti-racism organisation;
- Employ individual and organisational exploration and examination of bias, advantage, and oppression to continually learn about and dismantle racism and all its impacts;
- Reflect our anti-racism in the culture of our organisation through our policies, procedures, and practices;
- Particularly encourage applications from Black, Asian and Minority Ethnic candidates.





## Job description

The Finance & Resources Director is a key member of the Executive Leadership Team, responsible for safeguarding the organisation's financial integrity, operational resilience, and legal compliance. This role provides strategic leadership and assurance to the Chief Executive and Board of Trustees on all matters relating to finance, risk, legal & governance, people, and resource management.

The role ensures that all statutory responsibilities are met to the highest standards and that robust systems, controls, and policies are in place to protect the IWF's assets and reputation. Working collaboratively with executive colleagues, the Finance & Resources Director will contribute to organisational strategy, culture, and performance, ensuring that sound governance and strong financial management underpin our mission and impact.

**The successful candidate will be expected to deliver across the following core areas:**

### Executive Team Collaboration:

As part of the Executive Leadership Team, the Director of Finance and Resources will:

- Work closely with the CEO and peers to shape and deliver the organisational strategy and business plan.
- Lead on business planning and impact measurement, developing and monitoring organisational KPIs and more externally facing measures of impact, ensuring alignment between financial performance, strategic goals, and demonstrable outcomes.
- Contribute to cross-functional decision-making, ensuring finance, people, and governance considerations inform strategic initiatives.
- Act as a trusted partner to other Directors, enabling innovation and impact through sound stewardship of resources.

# Job description (continued)

- Provide clear, strategic insight to the Board and its sub-committees, ensuring governance structures remain effective and fit for purpose.
- Support organisational transformation and cultural development, ensuring that values of wellbeing, integrity, and inclusion are embedded in all systems and processes.
- Demonstrate strong commercial acumen, providing insight and challenge to support pricing, costing, and investment decisions, and helping the Executive Team and Board develop a more commercially minded approach to growth and impact.
- Lead the engagement of the relevant Board committees such as Finance, Income and Risk Committee and People Committee with the support of the CEO.

## Leadership and Management:

- Provide clear direction to the Finance, People, Legal & Governance, and Facilities teams, ensuring alignment with organisational priorities and a culture of accountability, collaboration, and continuous improvement (including technological).
- Ensure IWF maintains a healthy financial position, with robust budgeting, forecasting, and management reporting processes.
- Develop, implement, and evaluate organisational and people policies that promote wellbeing, inclusion, and equality.
- Ensure effective management of premises, facilities, and related health and safety responsibilities.
- Oversee the maintenance of appropriate insurance, risk registers, and business continuity plans.

## Wellbeing, Diversity and Culture:

- Drive a culture of wellbeing, and inclusion, ensuring the organisation is a healthy, fair, and empowering place to work.
- Oversee the development and delivery of policies that promote wellbeing, equality, diversity, inclusion and belonging.
- Collaborate across the Executive Team and Board to ensure that a values-led, people-centred culture underpins all aspects of our performance and impact.

## Finance, risk and regulatory oversight:

- Lead on all statutory financial and regulatory obligations, ensuring full compliance with the Charities Act, Companies Act, and relevant reporting standards.
- Oversee the preparation and approval of annual accounts, working with the Head of Finance, auditors, and Board of Trustees (Finance Committee).

- Ensure timely submission of statutory filings to the Charity Commission, Companies House, and other regulators.
- Maintain effective internal controls, risk management, and assurance frameworks that support transparency and accountability across all operations.
- Lead the development of IWF's financial strategy which should include an investment strategy, ensuring long-term sustainability, value for money, and alignment with strategic priorities.
- Oversee payroll, insurance, and legal compliance, ensuring policies and processes are efficient, compliant, and equitable.
- Act as IWF's lead for financial governance, supporting the CEO and Trustees in making informed, evidence-based decisions.
- Ensure effective processes are operating for procurement, expenditure authorisation and payment approval to ensure proper financial control and good value for money.



# Person specification

## Educational opportunities

Requirements	Criteria
CIMA, ACCA, or ACA qualification preferred, though substantial experience in senior financial leadership and strategy management will be considered.	Essential

## Experience

Requirements	Criteria
Track record of successful strategy development, and of driving changes or improvements to business plans, policies and procedures.	Essential
Strategic thinker with ability to innovate to secure better value.	Essential
An analytical approach to problem solving and evaluation of systems and projects and the ability to relate findings to strategic objectives.	Essential

## Experience continued

Requirements	Criteria
Strong IT skills and experience in system change to support business process re-engineering, and an awareness of how AI can be used to support business improvement.	Essential
Excellent verbal and written communication skills with the ability to formulate and discuss strategic issues with key stakeholders in a coherent and structured way.	Essential
Ability to communicate financial matters to non-financial managers.	Essential
Ability to contribute effectively to group discussions on a wide range of issues to a diverse range of people.	Essential
Ability to build effective working relationships and work collaboratively with the Board of Trustees, members of the executive team, managers, staff and stakeholders.	Essential

## Skills, abilities and knowledge

Requirements	Criteria
Significant experience in a senior financial position with experience working with Board level colleagues.	Essential
Demonstrable experience of improving finance and people systems and establishing new, effective systems.	Essential
Leading and supporting finance, people, legal and other service functions.	Essential
Experience in writing for a variety of audiences, including reports for publication.	Essential
Internal control systems and budgetary management.	Essential

## Personal qualities

Requirements	Criteria
Strong intellect with the ability to interpret relevant information, analyse complex data, creatively review alternative solutions and come to speedy, well-informed conclusions.	Essential
A confident, independent and effective decision-maker.	Essential
Commercially astute	Essential
A people-centred and collaborative leader who is transparent, inclusive, and trusted.	Essential
Able to foster teamwork, wellbeing, and a culture of shared accountability and respect.	Essential

# Main contacts

- The Executive Team
- IWF Board of Trustees

## Reports to:

- CEO (Member of the Executive Team)

## Direct reports:

- Head of People
- Head of Finance
- Head of Legal & Governance

## Important notes

- The role may require you to view criminal images.  
**Counselling will be provided.**
- This position is subject to an enhanced DBS check.

We're a dog-friendly organisation and believe in the positive impact dogs can have on workplace happiness and well-being.



# Details

**Salary:** £108,000.00 depending on experience + benefits

## + Benefits:

- 30 days annual leave entitlement  
(Plus time off for Christmas closure)
- Pension Scheme
- Life Assurance
- Private Health Care
- Cycle To Work Scheme
- Employee Assistance Programme

**Hours:** Full time (35 hours per week). We are a family-friendly employer and take a flexible approach around personal commitments when agreeing work patterns.

**Location:** The role is based in Cambridge, offering flexible hybrid working and occasional travel to London for meetings. The building is also accessible with a lift and disabled toilet.



# How to apply & more info

## How to apply

Please download and complete the following documents:

- [Application Form](#)
- [Equal Opportunities Form](#)
- [Confidential Disclosure Form](#)

To ensure fairness and equality in our application process, completion of an application form is required. CVs will not be accepted. Please email the completed forms to: [recruitment@iwf.org.uk](mailto:recruitment@iwf.org.uk)

### Closing date:

Sunday 18 January 2026.

### Informal interview:

Monday 26 January 2026.

### Formal interview:

Wednesday 4 February 2026.

## More info

Website: [iwf.org.uk](http://iwf.org.uk)

Annual Report: [iwf.org.uk/annualreport2024](http://iwf.org.uk/annualreport2024)

### Social Media:

- [Bluesky: iwf.org.uk](#)
- [X: @IWFHotline](#)
- [Facebook: InternetWatchFoundation](#)
- [LinkedIn: IWF](#)
- [Instagram: internet.watch.foundation](#)
- [YouTube: IWFHotline](#)

### Our office:

Discovery House  
Vision Park, Chivers Way  
Histon, Cambridge  
CB24 9ZR UK  
Tel: +44 (0)1223 20 30 30  
Email: [recruitment@iwf.org.uk](mailto:recruitment@iwf.org.uk)

## Listen to our Podcasts

Our podcast tells, for the very first time, the story of online child sexual abuse through the words of victims, the people fighting to eradicate it, law enforcement, internet companies and, even perpetrators:

[iwf.org.uk/podcast](http://iwf.org.uk/podcast)

Our series of short podcasts feature exclusive discussions with IWF staff, leading experts and academics covering a wide variety of topics including our Hotline, tech, encryption, policy and how these impact the criminal circulation of child sexual imagery online:

[iwf.org.uk/shortcast](http://iwf.org.uk/shortcast)

## A day in the life

We follow our Hotline Manager Tamsin on a regular workday. Read more:

[iwf.org.uk/adayinthelife](http://iwf.org.uk/adayinthelife)



