



IWF
Internet
Watch
Foundation

Working together
to stop child sexual
abuse online

RECRUITMENT PACK

Head of Finance

Working to stop child sexual abuse online

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.

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

Our Chair & CEO



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.

We're trusted as an extremely safe pair of hands by governments, tech companies, law enforcement and other child protection non-profits.

This is possible because of the commitment and fortitude of the incredible IWF team. Every department from our front-line analysts to our HR team, plays a critical role in helping us achieve our mission of a global internet free from child sexual abuse material.

Catherine Brown, Chair



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

We develop cutting-edge technologies, and work with some of the biggest tech companies on the planet - but without the skills, knowledge, and determination of our amazing staff, there is no way this vital work could be done.

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

About the role:

The Internet Watch Foundation is looking for a strategic and hands-on Head of Finance to play a key leadership role in protecting children online. Reporting to the Corporate Services Director, you'll ensure that the Finance department contributes effectively to our mission to eliminate child sexual abuse imagery online.

You will be a member of our Senior Management Team (SMT) which is a strong, collaborative leadership team of Directors and Heads of Department where leadership happens in practice. You will play a key role in driving our work forward and all SMT members are expected to lead by example, empower their teams and foster an open, inclusive and purpose-driven culture.

You'll lead the day-to-day financial management of the organisation - from planning, budgeting and reporting to compliance and risk. This

is a pivotal role for an experienced finance professional who can balance strategic insight with operational excellence, bringing clarity, rigour, and confidence to financial decision-making at every level.

What you'll do:

- As part of the SMT, provide strong joined-up leadership that turns IWF's strategy into action.
- Collaborate across departments to drive organisational performance and deliver impact.
- Build, coach, and develop a high-performing Finance team that drives excellence and innovation.
- Lead all aspects of financial management and reporting, ensuring accuracy, transparency, and compliance.
- Provide clear and timely financial analysis to inform strategic and operational decisions.

Job description (continued)

Purpose of the Role:

The Head of Finance provides strategic and operational leadership to ensure IWF's resources are managed effectively to protect children on-line. As a senior member of the Finance team and wider leadership group, the role drives financial performance, empowers people, and fosters a collaborative, purpose-driven culture.

As part of the Corporate Services Team, you will contribute to the safeguarding and stewardship of IWF's reputation, resources and people by enabling informed decision-making, managing risk, and fostering resilience across your own discipline. The post-holder will provide strong financial leadership across the organisation, ensuring all financial activities are carried out in accordance with financial regulations, IWF policy, and best practice maintaining the highest levels of transparency, accountability, and integrity.

You will play a key role in delivering IWF's Corporate Services commitments within the Finance team. This means ensuring our financial operations are not only efficient and compliant, but also empowering, collaborative, and continuously improving.

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



Key relations

- **Reports to Corporate Services Director.**
- **Works closely with the CEO, Board, and Executive Team.**
- **Leads and manages Finance team.**
- **Engages with external advisors and key partners.**

Key responsibilities

People and Leadership:

- Provide collaborative, strategic leadership as part of the Senior Management Team, translating IWF's strategy and values into action.
- Lead and develop a high-performing finance team, promoting accountability, professional growth, and continuous improvement.
- Work closely with colleagues across Corporate Services to drive organisational effectiveness.

Financial Leadership and Oversight:

- Oversee all financial operations, ensuring accuracy, compliance, and effective controls.
- Lead budgeting, forecasting, and monthly reporting processes, providing clear analysis and insight.
- Prepare statutory accounts under UK GAAP and Charity SORP, and manage payroll and benefits administration.

Budgeting and Financial Planning:

- Develop annual and multi-year budgets aligned to strategic goals.
- Produce forecasts and scenario analyses to inform strategic and operational decisions.

Reporting and Governance:

- Deliver high-quality financial reports for the Executive Team, Trustees, and Finance Committee.
- Ensure transparent, compliant external reporting to regulators and funders.

Grants, Audit, and Compliance:

- Oversee financial management of grants, ensuring funder compliance and accurate reporting.
- Lead the annual audit process and ensure compliance with all statutory requirements.

Investments, Cash Flow, and Risk:

- Manage reserves, investments, and cash flow to ensure financial sustainability.
- Maintain strong internal controls and contribute to organisational risk management.

Procurement

- Develop and maintain procurement policies that ensure value for money, fairness, and transparency.
- Support teams in reviewing, and negotiating supplier contracts.
- Ensure procurement processes align with legal, ethical, and sustainability standards.

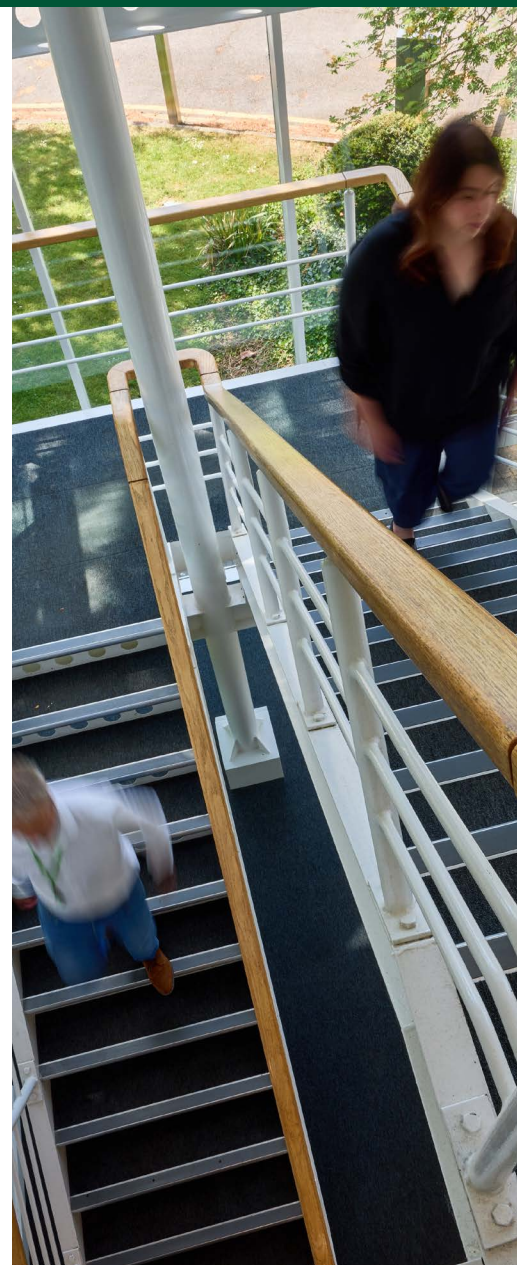
Other:

- Provide financial insight and support across the organisation and undertake additional duties as required.

Person specification

Experience

Requirements	Criteria	Requirements	Criteria
A recognised professional accountancy qualification (ACA, ACCA, CIMA, or equivalent).	Essential	Knowledge of procurement frameworks and best practice.	Desirable
Substantial financial management experience, ideally within a charity or non-profit environment.	Essential	Strong understanding of UK GAAP, Charity SORP, and charity sector reporting.	Desirable
Proven experience leading or deputising in a finance function.	Essential	Experience in managing investments, reserves, and fund accounting.	Desirable
Strong analytical and strategic thinking skills with excellent attention to detail.	Essential	Knowledge of grant management and donor reporting requirements.	Desirable
Proven ability to communicate complex financial information clearly to non-financial audiences.	Essential	Experience of working with cross-functional teams (HR, Legal & Governance, Risk).	Desirable
Experience of managing and developing a finance team.	Essential		



Details

Salary: From £72,311.00 depending on experience + benefits

+ Benefits:

- Generous annual leave entitlement of 25 days (*Plus bank holidays and Christmas closure*)
- Pension Scheme
- Life Assurance
- Private Health Care
- Cycle To Work Scheme
- Employee Assistance Programme

Hours: Full time (28-35 hours per week). We are a family-friendly employer and take a flexible approach around personal commitments when agreeing work patterns.

Location: This role is based at our Cambridge office, with hybrid working options available and occasional travel required. 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

Closing date: Monday 24 November 2025.

Important note

- This position is subject to an enhanced DBS check.

More info

Website: iwf.org.uk

Annual Report: iwf.org.uk/annualreport2024

Social Media:

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

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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

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

A day in the life

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

iwf.org.uk/adayinthelife

