

CHIEF FINANCE & CORPORATE SERVICES OFFICER

ROLE PROFILE



Livingston James



SCOTLAND



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Introduction

The Commonwealth Games is one of the world's largest multi-sport events, bringing together a diverse range of the world's elite athletes every four years. It plays a unique role within the Commonwealth by strengthening bonds between nations and fostering new and productive relationships.

Subject to formal confirmation from the Commonwealth Games Federation, Scotland will host the 2026 Commonwealth Games, following the withdrawal of the previously awarded host. It will be the biggest sporting and cultural event to be held in Scotland since the 2014 Commonwealth Games.

The 2026 Games Organising Company ("OC") is a private company, limited by guarantee and has ultimate responsibility for the planning and delivery of the Games in accordance with the provisions of the Host Collaboration Agreement agreed between the Commonwealth Games Federation (CGF) and Commonwealth Games Scotland (CGS).

2026 Games Mission

Successful delivery of a Scottish-led reimagining of a sustainable and financially viable multi-sport Games model attractive to spectators, athletes, and future hosts delivering significant economic, engagement and showcasing opportunities for the city and country.

2026 Games Objectives

- To deliver a safe and sustainable Games within budget
- To demonstrate Glasgow and Scotland's ability to innovate and deliver at International Events
- To maximise opportunities to derive a wide range of impacts and benefits for Glasgow and Scotland from hosting the Games
- To create a repeatable model for sustainable delivery of future Games

Delivery Model

The delivery model has been designed based on a reduced budget and timeline, and the need to create significant impacts to ensure the event delivers benefits for Glasgow and Scotland. The intention is that this design reflects both current circumstances and provides a blueprint for future sustainable delivery of the Games. Central to the model is increased outsourcing using experienced event services providers, reducing the number of OC employees, whilst increasing the need for the OC to have strong procurement and contract management capabilities.



The Chief Finance & Corporate Services Officer will be instrumental in ensuring the financial integrity, sustainability, and overall success of the 2026 Commonwealth Games. This role is crucial for delivering the Games on schedule, within budget, and to the highest standards of excellence.

Having initially recruited relevant heads of function, you will provide strategic and operational leadership to a multi-disciplinary and high-performing team across the following functions: Finance, Human Resources, Legal, Procurement & Contract Management and Commercial.

The appointment will continue until close-down of the OC following the staging of the 2026 Commonwealth Games which is expected to be toward the end of December 2026.

Key Accountabilities:

Finance

- Create and implement the financial strategy for the Games, ensuring it aligns with the organisation's overall objectives
- Establish the Finance Team and oversee the development and implementation of financial systems, controls, and procedures to ensure robust financial management
- Oversee all financial activities, ensuring accurate and timely financial reporting to the Board, Senior Management, and key external stakeholders





- Lead the budgeting process, ensuring the Games Budget and periodic forecasts are developed robustly
- Ensure that the financial planning and forecasting processes are robust and that any changes and use of contingency are controlled appropriately
- Monitor and manage cash flow, ensuring the OC maintains sufficient liquidity to meet all financial obligations
- Ensure that financial planning processes reduce risk and uncertainty over time and that assumptions are actively challenged and managed

Procurement

- Recruit and provide both leadership and operational management to a function that will be critical in delivering a successful Games
- Develop the procurement strategy, commodity list and policies
- Ensure procurement processes are sufficiently agile to meet the requirements of the project, whilst delivering value for money
- Oversee the procurement, negotiation, and management of major contracts, ensuring they deliver value for money and align with the organisation's financial strategy





- Ensure appropriate governance approvals exist, for example in relation to contract awards, spending approvals, and contractual change management
- Provide regular reports to the Board and Audit & Risk Committee, offering assurances on contract management, financial risks, and overall risk evaluation
- Work closely with the commercial team and the CGF group on Value in Kind sponsorship opportunities

Contract Management

- Establish a proportionate team of specialists to support the wider group of contract managers embedded in Functions
- Oversee the development of contract management standards which are designed to ensure the OC receives the required goods and services in line with contractually agreed costs
- With the Director of Event Delivery Partners (EDPs), ensure that the EDP contracts are fit for purpose and are being managed in line with defined standards
- Provide regular reports to the Board and Audit & Risk Committee, offering assurances on contract management, financial risks, and overall risk evaluation

Human Resources

- Work closely with the Head of HR to ensure that workforce planning is aligned with the strategic objectives of the Games
- Support and collaborate with the Head of HR to forecast workforce needs, ensuring that staffing levels, skills, and resources meet the demands of the event's preparation, execution, and legacy phases
- Lead by example in promoting ED&I initiatives, ensuring workforce policies and recruitment practices are inclusive and that marginalised groups are well-represented at all levels of the organisation, including volunteers
- Responsibility for leading a staff outplacement programme
- Develop and agree the remuneration strategy
- Work with the Head of HR to monitor the performance of key teams, providing feedback, support and guidance where necessary
- Foster a positive, inclusive, and high performing culture by actively engaging in communications, fostering teamwork, and supporting initiatives that create a sense of unity and purpose across the workforce

Legal

- Recruit and provide leadership to the legal team ensuring the OC has access to the required legal resources and advice, utilising external support as appropriate
- Oversee key legal processes and approvals with executive ownership for both legal and contractual risks and ensuring appropriate mitigations are in place
- With Programme and Risk Management, ensure that the appropriate insurance cover is in place in a timely manner
- Work closely with the CGF group on commercial agreements



Commercial

- Develop and maintain effective relationships with the Commonwealth Games Federation team and their commercial partners to maximise the commercial opportunities and income of the Games
- Oversee the development of commercial strategies for the event
- Provide financial analysis and insights to support income generation activities and sponsor negotiations
- Monitor and report on revenue projections, including sponsorship, ticketing and licencing & merchandising, working with the Director of Marketing, Comms & Ceremonies to adjust approach as required





You will be a fully Qualified Accountant with a proven track record of success in senior leadership roles, bringing extensive experience in strategic financial planning, robust financial management, and effective stakeholder engagement.

Candidates should be able to demonstrate direct involvement in developing and leading multi-disciplinary teams to achieve excellence whilst also fostering a continuous improvement culture.

Core Experience and Attributes Include:

- **Strategic Financial Planning:** Able to demonstrate the ability to develop and implement long-term financial strategies that align with organisational objectives and adapt to changing circumstances
- **Budgeting and Forecasting:** Relevant experience leading comprehensive budgeting processes and financial forecasting for complex, multifaceted organisations, ensuring financial sustainability and efficiency
- **Sound Decision-Making:** You will possess a strong track record of making sound financial decisions in fast-paced, high-pressure environments, often under tight deadlines





- **Financial Systems and Governance:** You have relevant experience in developing, implementing, and managing financial systems, controls, and procedures that ensure robust financial governance
- **Risk Management:** You have demonstrated expertise in identifying, assessing, and mitigating financial risks, particularly in high-profile or politically sensitive environments
- **Contract Negotiation and Management:** You bring proven experience in negotiating and managing high-value contracts with suppliers, sponsors, and partners, ensuring favourable terms and alignment with strategic goals
- **Revenue Generation:** You have been involved in supporting or leading income generation initiatives, such as sponsorships, partnerships, and other commercial activities
- **Political Acumen:** You possess sound political acuity, with the ability to navigate complex political environments and manage relationships with diverse stakeholders at all levels
- **Resilience Under Pressure:** You thrive under pressure, effectively managing the demands of a high-profile role with significant public and media scrutiny





The 2026 Games Organising Company is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.

The OC is a disability confident employer which means we guarantee to interview anyone with a disability who can provide evidence, in their application, which demonstrates the level of competence and required core experience, mentioned above.

We are also able to provide reasonable adjustments throughout the recruitment process, as appropriate.





Remuneration

This role offers a competitive salary and benefits package.

The Recruitment Process

The recruitment for this position is being managed by our advising consultants, Livingston James.

Livingston James will conduct initial conversations prior to discussing candidates with the 2026 Games Organising Company.

Interested candidates should provide a tailored CV and covering letter, outlining their interest and suitability, to Glasgow2026@livingstonjames.com.

