



Head of Finance

Job Description

Who we are.

Hotpod Yoga is Europe's largest yoga business and a certified B Corp. Founded in 2013 by two childhood friends, Max Henderson (a strategy consultant) and Nick Higgins (a teacher), we want to take yoga to more people and places than ever before by doing two things:

Creating a yoga experience like no other.

We've set out to design an extraordinary yoga studio and build a strong brand – in a cocooning pod, with carefully engineered sound and scents and a consistent 37° warmth: the perfect conditions to stretch out and deeply relax a diverse audience – providing intense and immersive classes for the expert and novice alike.

Empowering Hotpod owners all over the world.

The Hotpod Yoga experience was designed to be shared. Not just with a broad range of students but with aspiring teachers: franchise owners who could share all of the brand's infrastructure, passion and innovation, and hit the ground running with their own Hotpod business. As of early 2025, there are 61 Hotpod Yoga studios, and counting, with 400K customers nationwide. They host thousands of classes a week, each one dispelling the idea that you have to be bendy to enjoy yoga. Or yogic to love Hotpod Yoga.

The role in a nutshell.

Working alongside the CEO and COO, the Head of Finance will play a key leadership role within the executive management team, contributing to the strategic direction and success of the business. As the senior finance leader, this role will oversee all financial operations, from strategic planning and budgeting to reporting and governance, ensuring the company's financial health and growth. The Head of Finance will also provide strong guidance and support to the commercial function and collaborate closely with the CEO, COO, the franchise team and other key stakeholders to drive the company's success.

This is a full-time hybrid role, with the expectation to work in our Brixton office 2-3 days per week as a minimum.



Key responsibilities.

Strategy: A fully participative member of the executive management team, you'll contribute to the definition and execution of business strategy and policy.

Finance: Full Financial Ops responsibility across the business, including overseeing monthly financial reports, leading the preparation and submission of annual budgets and reports, identifying areas of improvement, supporting franchisees with financial tools, organising and managing accounting activities & overseeing company's payroll, plus other tasks aligned with the seniority of the role.

Legal and Governance: Working closely with the CEO to ensure that appropriate Corporate Governance is in place.

Risk Management: Evaluating financial risk in regards to new business opportunities, anticipating long term risks and opportunities and maintaining an accurate record of all assets to make sure they are properly safeguarded.

People Strategy: Providing strategic leadership across the finance function including 1-2-1s, appraisals, active coaching and development

Who is this for?

We're looking for a finance professional with commercial acumen, a commitment to being an integral part of a growing SME with big ambitions, a strong work ethic and the ability to collaborate effectively with the entire team.

Your traits:

Data Integrity & Precision, Confidence, Curiosity, Commercially-Driven, Growth-Focused, Collaborative.

Your skills, ability & knowledge:

- Fully qualified ACCA/CIMA/ACA with a minimum 5 years PQE.
- Proven experience in a senior finance role with a strong commercial finance and reporting background, ideally within a group structure & multi-site business e.g. retail, hospitality, leisure or fitness. Franchise experience would be a bonus.
- Experience of identifying areas of financial underperformance and working with business leaders to put in place remedial/turnaround strategies.



- Experience working with external advisors and managing statutory accounting processes.
- Software: Advanced Excel skills. Familiarity with Tableau and Xero is preferred.
- Excellent communication skills with the ability to influence and collaborate with stakeholders at all levels of the business.
- Strong leadership and people management skills, with the ability to motivate, coach, and develop a high-performing team.
- High level of commercial acumen and a deep understanding of financial analysis and reporting.

Ability to work flexibly and meet tight deadlines, managing multiple priorities and conflicting demands.

- Friendly, approachable, and confident in engaging with colleagues across all levels.
- Proactive, with a hands-on approach and a genuine interest in supporting and developing others.

SALARY

£70-80k, depending on experience