



Affordable homes.
Exceptional care.

Job Description Director of Finance & People

Reports to

Chief Executive

Job Purpose

Lead and empower the Finance and People teams to deliver outstanding and innovative service

Values and Behaviours

Believe in better

- Strive to make every experience exceptional
- Make every decision and action a responsible one; compliant, ethical, respectful and good for our planet
- Think commercially and compassionately to deliver exceptional value
- Strive for simple and be data led
- Make incremental improvements everyday, to set new standards we can all be proud of.

Here for each other

- Be kind, listen closely, trust and be trusted as we encourage and support each other to bring out our best
- Promote inclusivity, embrace diversity and recruit on fit first
- Welcome partnerships and collaborations so we might enjoy the benefits that new perspectives bring.

Love to learn

- Be curious to try, fail and learn by experimenting inside a safe space
- Commit to developing yourself and your skills and others along the way
- Take pride in contributing to the bigger picture, and help us to grow sustainably
- Take the lead. Be confident with your ideas, voice and actions.

Accountabilities

- Develop and implement sound Finance and bold People strategies to support the sustainable growth of Trust, deliver value for money and be seen as an employer of choice.
- Act as principal professional adviser to the Chief Executive, the Executive Team and the Board on all strategic and operational aspects of Finance and People.
- Attend, advise and provide reports to the Board and Audit and Performance Committee across all areas of responsibility.
- Maintain oversight of all activities of the Trust group, including Trust Enterprise Limited (TEL).
- Ensure Trust and its subsidiaries (TEL) meet all regulatory and statutory requirements, delivers best practice and continual improvement across Finance, People, Procurement, Risk and Compliance.
- Ensure that appropriate strategies, policies and procedures are in place and adhered to.
- Develop and coach high performing teams who foster a collaborative business partnering approach in all they do. Lead the teams to efficiently deliver strong, robust and effective;
 - financial management, detailed financial appraisal and modelling, treasury and debt management, budget development and cost control, business insurance and Finance operations.
 - organisation design & development, change management, talent management, strategic workforce planning, employee engagement and HR operations.
 - fit for purpose procurement function, integral to the organisation, delivering value for money.
 - strategic risk register, robust internal and external audit programme, GDPR and FOI compliance.

Shared Executive Responsibilities

- Act as an executive member of Trust's Board and Committees and principle strategic advisor to the Board, advising and assisting in setting strategic direction and lead on the development and implementation of business strategy.
- Lead on governance and financial plans to meet strategy along with external statutory and regulatory obligations and internal performance and financial targets.
- Ensure comprehensive financial and risk management strategies are developed and implemented to ensure sustainability of the organisation.

- Lead on the development and promotion of all Trust's products, services and activity and build and seek out and enhance relationships and partnerships, new perspectives and ideas, new technology and approaches to keep Trust at the leading edge
- Passionately promote and welcome diversity in all its forms, and ensure compliance with all Trust policies and procedures

Knowledge and Experience

- Degree level educated and a member of a relevant professional accounting body/institute with a demonstrable commitment to continuing professional development
- Experience of management of a comprehensive finance function at a senior level in a sizeable and complex organisation.
- Extensive knowledge and experience at a senior level of financial and management accounting techniques and practices, regulations and reporting requirements, financial planning, monitoring & reporting and treasury management in a sizeable and complex organisation
- Experience of leading other business functions including People, Procurement, Risk and Compliance and an appetite to lead and drive change in these areas.
- Ability to quickly develop a strategic understanding of the business priorities of Trust
- Ability to undertake financial appraisal, performance management, problem solving and project management techniques
- A self-starter, with a high degree of autonomy to set and deliver business priorities and manage workload within a pressurised and dynamic operating environment