

Job Description

Job Title: Finance Director

Reports to: Chief Executive

Line Management: Finance Team (5)

Background

A senior role, answerable to CE and Board, that has a critical impact in delivering future success for a major UK-wide veterans' charity on a growth trajectory. The post holder will have:

- Experience – know what good looks like, analyse issues & deliver workable solutions
- Leadership – able to bring a team together and willing to take robust decisions
- Change – challenges the status quo collaboratively in support of organisational goals
- Growth – identify & create opportunities to deliver strategic objectives
- Credibility – clear motivation, gravitas and an engaging style; a good communicator

Responsibilities

- A senior individual with credibility, makes full contribution as a part of SLT, supporting CE & Board
- Enable HHT strategic growth and change agenda by delivering high quality financial outputs
- A role model leading by personal example: values, standards, behaviour & performance
- Deliver tangible outcomes: drive to improve financial and organisational performance
- Collaborative leadership across Haig to build teams so that daily operations deliver strategic goals
- Foster a culture of accountability, innovation, continual learning, staff development & well being
- Lead lasting change, breaking down barriers to build capacity, continual improvement and delivery
- Lead preparation & presentation of all required management information
- Ensure compliance & satisfactory discharge of all legal, regulatory & charitable requirements
- Ensure effective planning, budget delivery and contractor / third party management

Job summary

- Work collaboratively with colleagues & Board to ensure finance delivers strategic outcomes
- Transform Haig's approach to financial management to deliver long term performance gains
- Lead, motivate & develop the finance team to ensure they provide support across the organisation
- Develop and monitor MI, KPIs & budgets, leading effective action to ensure deliver across teams
- Present financial data in a clear, informative and accessible form to a wide variety of audiences
- Lead business planning and monitor delivery to drive financial robustness; manage contracts
- Ensure secure, robust & effective systems are in place for all financial transactions
- Ensure effective audit, risk & insurance functions underpinned by appropriate financial policies
- Analyse issues and deliver workable solutions to support growth plans
- Lead and inspire people to deliver, clearly demonstrate our values, behaviour and culture

Person Specification

	ESSENTIAL	DESIRABLE
Knowledge, Skills & Experience		
Exemplary leadership in financial and senior executive roles gained in a range of sectors	X	
Clear evidence of delivering effective financial performance & support to CE / Board	X	
Output focused: clear delivery of results working collaboratively with colleagues	X	
Excellent communicator, makes sense of financial data to non-specialist audiences	X	
Successful change leader able to translate strategic objectives into delivery plans for team	X	
Clear accountability, delivering high quality work against tight deadlines	X	
Success in organisational development to deliver impact and strategic outcomes	X	
Outstanding leadership & communication skills, able to achieve results by inspiring others	X	
Impeccable analytical and financial skills, fluent in use of accounting & office IT systems	X	
Clear attention to detail whilst maintaining sight of the bigger picture		X
Qualified accountant with substantial broadening experience at a senior level	X	
Personal Qualities		
Gravitas – inspires confidence across all stakeholders	X	
Strategic thinker able to anticipate and shape requirement to deliver a growth agenda	X	
Dynamic, flexible and innovative, leads change using best practice from other sectors	X	
Accurate and responsive – able to anticipate and satisfy others' needs	X	
A collaborative leader who works with colleagues to deliver strategic outcomes	X	
Self-motivated, unafraid to challenge and be challenged, lives organisational values	X	
Personable, able to build relationships, trust & credibility with diverse audiences	X	
A problem solver, with clear evidence of a proactive, collaborative & agile mindset		X
Clear identification with charitable purpose and tireless working for beneficiaries		X
<i>Comply with responsibilities regarding safeguarding & training</i>		X
A self-motivated problem solver, able to challenge & be challenged in line with our values	X	
Excellent communication, interpersonal & influencing skills at all levels	X	

The Organisation

Haig Housing Trust (HHT) is the largest UK veterans housing charity, providing homes for over 1500 veterans and their families. Based in London we have a presence across the entire UK. We put people at the centre of everything we do – our beneficiaries and staff. We are on an exciting journey to become even better. We transform lives – help us to do more.

We work hard to develop, manage and maintain a range of affordable, quality housing for veterans. To deliver this purpose we want people who are passionate, committed and proactive in providing quality services and engaging all our stakeholders. We develop our team to be knowledgeable, self-regulating and highly skilled, rewarding the value they bring to our charity.

We want to recruit a Finance Director to help us with the next stage of our journey.

You will harness your exemplary professional skills to deliver effective leadership, the effect of which will be felt across the organisation. Your impact will be far greater than just financial. We are over 100 years old, we want to make sure we're here for the next 100. You'll have the chance to grow a lasting legacy that will deliver better outcomes for thousands of veterans.

Over the next five years we will spend over £40M on our estates. Whilst financially secure, we are actively seeking new income streams because we aim to do more. We want you to help us grow our income and impact. We need an FD to help ensure our internal systems support that desire whilst simultaneously growing our external visibility. You will help deliver our three strategic objectives:

- Beneficiary Focus
- Quality Service
- Sustainable Homes

We expect you to be a self-starter, able to work on your own initiative and live our values. You will have relevant experience at a senior level across a range of sectors and a passion for our charitable work. Comfortable leading change, you will have the skills to be able to work out what needs to be done and the determination to deliver. You will be able to work collaboratively with colleagues whilst also challenging the status quo to ensure we deliver continual improvement. You will play a pivotal role in leading us on our growth journey. Empathy with our charitable purpose is important but so is an ability to enable us to grow and increase our impact. We expect you to be able to evidence these, and other required skills, in your application.

In return for that commitment to work for the good of our beneficiaries we offer real job satisfaction with flexibility, a generous salary & pension, good holiday allowance, healthcare & life insurance.