

Job Title: Head of Finance Business Partnering for Repairs

Role Purpose: Provide financial leadership and guidance to the business by planning and delivering services in line with corporate and departmental requirements. Deliver high-quality financial information that supports local service delivery and promotes excellent financial management.

Reporting to the Finance Director, Finance Control & Operations, you will bring your professional expertise, strategic insight, and leadership presence to lead the Finance Business Partnering function for Repairs, including the Direct Labour Organisation (PGM and CPS).

In this role, you will drive excellence in financial management, delivering accurate and insightful reporting, forward-looking analysis, and strategic guidance to operational leaders.

Your work will be pivotal in enabling the delivery of efficient, safe, and customer-focused repairs services, influencing key decisions and shaping the financial strategy of the organisation.

Key Activity/Success Metrics:

- Lead a high-performing team providing accurate, timely and insightful monthly management information.
- Ensure Repairs financial reporting is fit for purpose and highlights risks, opportunities, trends and operational drivers, including productivity metrics.
- Deliver high-quality Board, Committee and Executive reports; act as Finance Lead on relevant project teams.
- Drive excellence in financial planning leading budgets, reforecasting and long-term planning.
- Challenge and support budget holders using deep operational understanding of Repairs, with a focus on improving cost efficiency and productivity.
- Ensure compliance with accounting standards, controls and audit requirements.
- Collaborate with cross-functional partners to ensure a joined-up approach to performance and productivity improvement.
- Champion continuous improvement of finance systems, enabling better tracking and reporting of operational productivity.
- Drive value-for-money opportunities across Repairs, with a strong emphasis on enhancing productivity across services.
- Keep up to date with regulations and sector trends.
- Deliver audits, and VFM benchmarking as requested, incorporating productivity comparisons where appropriate.
- Deliver reallocations to correct UPRNs to support decision making.
- Deliver ad hoc analysis and project work as required.
- Leverage data analytics to identify inconsistencies and other issues, thereby driving improvements in operational services, processes and workforce productivity, and fostering a work environment conducive to continuous enhancement.
- Your strong teamwork skills will naturally come into play, allowing you to seamlessly collaborate across teams to ensure that all information remains

accurate, up-to-date, and actionable, supporting productivity improvements.

- Keeping up to date with financial regulations and year end / liaising with auditors.
- Prepare counterparty risk analysis to support strategic decision-making and safeguard the Group from financial exposure.
- Conduct financial assessments as part of procurement activity, ensuring suppliers are financially robust and suitable for long-term partnerships that support productivity outcomes.
- Lead, develop and manage the team, setting clear objectives and ensuring high performance.
- Champion and embed the Better Together culture, promoting collaboration and shared success across teams.
- Undertake any ad hoc projects as required by the Finance Director.

DLO Focus:

- Provide financial leadership and oversight for the two DLO entities, including full financial accounts, reporting cycles, audit readiness and productivity performance.
- Support DLO Boards reporting with clear analysis of financial performance, productivity levels, risks and opportunities.
- Develop and implement productivity measures and KPIs for DLOs, ensuring work is delivered as efficiently and effectively as possible.
- Monitor and challenge DLO operational performance, using financial and operational data to drive continuous productivity improvements.
- Benchmark DLO productivity and cost performance against external repairs contractors to ensure competitiveness and best-practice alignment.
- Maintain and monitor SLA agreements to ensure compliance, high-quality service delivery and optimal productivity.

About you:

- Qualified CCAB Accountant with post qualification experience gained across different sectors, to include the core operations of a residential landlord.
- Able to provide high quality advice to the Finance Director and the wider business on matters of financial accounting and regulatory reporting.
- Successful experience of strategy development, business planning and partnering.
- Excellent attention to detail and able to balance competing workloads to meet agreed deadlines with a range of stakeholders.
- Ability to be challenging, pragmatic, robust and resilient in business partnering.

Leadership Responsibilities:

- As a member of the leadership team, support and enable delivery of the Group Strategy through strategic and operational contribution

- Demonstrate strong leadership skills to help build a diverse and inclusive organisations; ensuring that Equality, Diversity and Inclusion principles are fully embedded in the attraction, recruitment, development and retention of your teams and within the delivery of our services
- Be a confident role model and leader, ensuring you reflect the values of the organisation. Know what it takes to motivate your team and ensure they have the right tools to do the job.
- Empower your teams to develop and grow, leading with trust and showing appreciation.
- Build effective networks internally across the organisation and externally to support delivery of the group strategy and the new localities model