**Yorkshire Housing Role Profile**

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| **Job title:** | Associate Finance Business Partner | **Leader of others:** | No |
| **Reports to:** | Finance Business Partner | **Contract type:** | Permanent |
| **Business Area** | Finance P&A | **Budget holder?** | No |

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| **Job purpose** |
| Assist the Finance Business Partner in providing commercial insight and technical financial skills to support the business and the Group achieve its objectives.  Support the business area(s) to deliver growth initiatives, process improvement, margin enhancement and commercial opportunities. |

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| **Key responsibilities** |
| * Assisting the Finance Business Partners on support for the business leaders. * Provide commercial and financial insight, advice and support to business managers on all aspects of financial management for specified areas of the business. * Advise, guide and influence business managers on the management of financial challenges and opportunities. Ensure that business decisions are underpinned by sound and appropriate financial planning, analysis and expertise. Undertake financial modelling, scenario planning, business case preparation and option appraisal to support, effective decision making and improve business performance. * Effectively manage relationships with business managers and other stakeholders through collaborating, influencing, challenging and negotiating to support the Group in achieving its objectives. * Prepare and deliver business performance insight and reporting including regular forecasting, commentary and identification of performance variances. * Ensure that outputs are easily understood and fit for use by non-finance business managers and stakeholders. * Collaborate with both finance and operational colleagues to identify, investigate and implement remedial action to address issues impacting on financial and business performance. * Input into statutory, regulatory or other external reporting as required (either specific to the business area or corporate). * Identify and realise continuous improvement opportunities in accordance with change management protocols. * Respond flexibly to any necessary changes in work priorities and undertake other duties when required to support the effective operation of the service. * Adhere to Group policy, procedures and statutory requirements. |

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| **What you’ll bring to the role** |
| **The main things:** |
| * Professional accounting qualification (e.g. Certified or Chartered Accountant), or actively working towards. * Commercially aware with an ability to solve problems, think strategically and drive change * Ability to influence, negotiate and challenge * Excellent communication and interpersonal skills * Proven track record of building successful relationships with senior stakeholders * Strong analytical skills and experience of providing meaningful business insight * Ability to make the make the most of technology and data * Excellent attention to detail with the ability to work under pressure, deliver to strict deadlines and manage conflicting priorities * Eagerness to develop own skills and adapt to change. * Personal values and approach that align with YH’s values * Ability to work flexibly in line with Hub, Home and Roam principles. * An understanding of Equality, Diversity and Inclusivity and how this is applied through our service to customers and colleagues. |
| **It would be a bonus if you have:** |
| * Experience of working in the regulated social housing sector |
| **Our values:** |
| Our values describe what matters most to us, and what our colleagues should expect from each other. We’re all expected to show how we support and live up to these values in our work.  **Create trust** • Do the right thing, not the easy thing • Be honest and open • Do what you say.  **Be curious** • Think differently • Ask questions • Keep learning.  **Make it happen** • Own it • Do it • Be empowered.  **Achieve impact** • Do things that matter • Deliver results • Show pride and passion.  **Have fun** • Enjoy work • Be yourself • Stay connected.  We want colleagues to feel free to be themselves - so we’re all responsible for making sure we promote a culture of equality, diversity and inclusion. And, as you’d expect, we’re responsible for our own health and safety, following our policies and doing any training needed for our roles. |