



**Yorkshire
Housing**

Director of Finance

Recruitment information pack

Join

Our

Team

About the role

Are you a strategic financial leader with a passion for transformation and innovation? Do you want to work for an organisation with a clear ambition and commitment to be the best in class?

If the answer's yes pop the kettle on, settle down with a brew and read on!

Yorkshire Housing is going places. This role is a unique opportunity to shape the future of housing in Yorkshire. It's not just about managing numbers, it's about ensuring that Yorkshire Housing has the financial strength and agility to deliver affordable, high-quality homes and services to the people who need them most. If you're an ambitious, visionary leader ready to take on this challenge then we want to hear from you.

With over 20,000 homes (and counting), we're on-track with our ambitious growth plan to build 8,000 new homes across God's own county of Yorkshire by 2030. This leadership role is absolutely central to delivering our plans.

By maintaining strong financial management and strategic investment, this role directly enables us to build new homes, improve existing properties, and provide essential services that enhance the lives of customers. Every financial decision made at the leadership level has a real impact on tenants, communities, and the long-term sustainability of the organisation.



About the role

As our Director of Finance, you'll play a key role in ensuring Yorkshire Housing's financial strength and long-term sustainability. You'll be responsible for developing and delivering our financial and treasury strategy, overseeing budgeting, financial planning, and risk management to ensure we remain resilient and well-positioned for the future. This means ensuring robust financial controls, compliance, and governance, while also identifying opportunities for innovation, efficiency, and growth.

Did we mention that we're customer obsessed?! It's the driver of our ambition to be the UK's best housing provider and delivers an innovative customer offer that pre-empts what our customers need, before they need it. Other than that, it's a pretty quiet time!

Beyond the numbers, this role is about leading transformation. You'll drive a major finance modernisation programme, streamlining processes, improving systems, and embedding a culture of high performance and continuous improvement. In an ever-changing economic and regulatory landscape, your ability to navigate risk, develop creative solutions, and champion innovation will be critical in shaping Yorkshire Housing's financial future.

What do you need to apply?

It goes without saying that you'll already be an established senior leader with bags of experience in financial management, treasury, and accounting, with a professional qualification. This isn't just a finance job though – it's a strategic leadership role at the heart of a progressive and purpose-driven organisation (social housing experience isn't mandatory).

“ An authentic leader who cares about doing the right thing, not the easy thing ”

We're looking for someone with a strategic mindset who is able to translate financial data into insights that drive long-term success. Part of this will include leading through change and fostering a culture of innovation, excellence, and high performance.

Read on to find out more...

Making it possible to have a place you're **proud to call home**

(that's just how we roll y'know)



**Yorkshire
Housing**

Who we are

You might think of Yorkshire Housing as ‘just’ a housing provider, but we’re so much more than that.

We’re here to make a positive difference in people’s lives. So, as well as owning and managing nearly 20,000 homes (and counting) across Yorkshire, we also:

- Offer money and tenancy coaching
- Help older customers live at home independently
- Adapt homes to match the needs of our customers
- Carry out repairs and replace items before things go wrong
- Provide antisocial behaviour support.

Our values

Our values describe what matters most to us, and what our colleagues should expect from each other. All our colleagues are expected to show how they support and live up to these values in their 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.

Life at Yorkshire Housing

We've got a few 'house rules' at Yorkshire Housing (no pun intended!).

One of them is work is something that you do, not somewhere that you go, and another is that we think in careers, not jobs.

Agile and flexible sum up our working culture to a tee. We've left the days of 9-5 behind and now work as part of a Hub, Home, Roam approach to give you options in where, when and how you work. We also offer great opportunities for personal growth and career development to help our people thrive.

We're inclusive and welcoming and offer a fun and open culture with a shared belief in making a positive difference to people's lives – it really does feel like joining a big family!



Our customer promise and vision...

We want to make it possible for people to have a place they're proud to call home.

That's the reason we get out of bed every morning. We want to be people's number one choice when it comes to renting or buying a home in Yorkshire.

We're a landlord who cares, and that means more than just putting a roof over people's heads. Home should be a place where people can thrive. So we offer personalised services for customers who need it and make sure we listen to customer feedback so we can continually improve what we do.

Our vision is to be the best housing provider in the UK.
That's pretty ambitious right?



We believe that our vision should 'scare us a little, but excite us a lot', and no-one feels inspired by aiming for just good enough! We want to lead the way and be known for great services, innovation, customer and colleague experience.

Our aim to be the best covers all parts of our organisation and works for all housing types whether that's social rent, market rent, shared ownership or market sale.

Being bold on this also helps us to attract and keep the best talent. Because talented people don't want to be average.



Our priorities

We launched our exciting Business Strategy in February 2023. It sets out our three priorities over the next few years to take us towards our vision.



1. Customer obsessed

Improving our customers' and colleagues' experience.



2. Homes and places to be proud of

Creating places people are proud to call home.



3. Pre-emptive

Our game-changing shift to dealing with issues before they happen.

To do this, we're thinking differently (innovation is our thing!) and investing in our digital infrastructure so we can offer more and get the best results for our customers.

We're improving our data so we can make better, smarter decisions and reflect the diverse needs of our customer groups.

We're well on our way to achieving our target of building 8,000 new homes across Yorkshire – focusing on energy efficiency, sustainability and affordability, as well as smart tech to support our drive to pre-emptive services.



How we work

We're also obsessive about creating the right climate and culture for our 900+ people to thrive at work.

If we get it right for our colleagues, they'll get it right for their customers.

Our Hub, Home and Roam approach to work helps to set us apart – we offer choices in where, when and how our people work and we've ditched the 9-5 in an office mentality.

We prioritise investing in our people, creating an inclusive environment, supporting colleague wellbeing, and making Yorkshire Housing a fun, friendly and vibrant place to be. It helps us to recruit and keep the best people.

And, our efforts don't go unnoticed. Our brand helps to attract new business partnerships and build on our current relationships.

Read our latest [annual reports](#) and our [investors page](#) to get an idea of where we're at and how far we've come.



Executive team



Nick Atkin

Chief Executive

Nick is a big believer in innovation. He uses the power of digital to drive change and he has a tip-top track record to prove he knows his stuff. He's also a disruptor in the 'future of work' debate and is regularly included in the top 25 list of most influential people in housing.



Nina Evison

Executive Director of Culture and Performance

Nina's mission is to help make us the best housing provider in the UK, with customer obsession at our core. Her love of working with people shows, and her track record of getting results means we're already well on our way.



Sarah Evans

Executive Director of Customer Experience

Sarah's all about our customers and communities. She oversees the delivery of our business strategy and leads our customer obsessed approach. For her, leadership's all about honesty, integrity and authenticity.



Sian Webster

Executive Director of Growth and Assets

Sian's responsible for all things buying, selling and investing. With a passion for sustainability and creating communities, she's perfectly placed to lead our transition to net zero. For her, leadership's all about trust and honesty, so people can be themselves and feel empowered to deliver.



Rob Parkes

Executive Director of Finance and Governance

Rob oversees all things finance and governance, making sure the business is running well so everyone can focus on customers. He's been part of the team for almost a decade and has seen our services and the way we work evolve and progress, with the best yet to come.

So, now you know who we are, our business priorities and our Directors, it's time to meet our [Board](#) and learn more about our [governance structure](#).

What we're looking for

Role: Director of Finance

Reporting into the Exec Director of Finance and Governance you'll lead the finance function, ensuring that our decision making, financial management, risk controls, and funding strategies are best in class. You'll work at Executive and Board level, ensuring Yorkshire Housing can continue to invest in homes, services and communities.

Key success areas:

Setting the financial vision

- Develop and implement a forward-looking financial and treasury strategy that supports sustainable growth.
- Establish clear financial targets and performance metrics to guide decision-making across the organisation.
- Align financial planning with the broader business strategy to ensure the long-term stability and resilience of Yorkshire Housing.

Driving transformation

- Lead initiatives to modernise finance systems and processes, integrating technology to streamline operations.
- Champion a cultural shift towards continuous improvement, innovation and agile working practices.
- Identify and implement process enhancements that reduce inefficiencies and drive cost savings.

Providing strategic insight

- Deliver high-level financial analysis and forecasting to inform key business decisions and strategic planning.
- Translate complex financial data into actionable insights that drive competitive advantage and operational efficiency.
- Proactively identify opportunities and potential risks, ensuring decision-makers are well-informed with up-to-date analytics.

What we're looking for

Managing risk and compliance

- Establish robust financial governance frameworks to safeguard against fraud and ensure regulatory adherence.
- Oversee internal audit processes and financial reviews to maintain the integrity and accuracy of financial statements.
- Implement proactive risk management strategies that identify, assess, and manage financial and operational risks.

Optimising financial performance

- Oversee the development and management of annual budgets and financial forecasts to ensure fiscal discipline.
- Lead treasury operations to maintain healthy liquidity, optimise cash flow, and secure funding for strategic investments.innovation.
- Utilise performance metrics and cost-benefit analysis to continuously improve operational efficiency and resource.

Leading and inspiring teams

- Build a high-performing finance team through effective recruitment, training, and professional development initiatives.
- Foster a collaborative environment that encourages open communication, creative problem-solving, and mutual support.
- Set clear objectives and performance standards that motivate team members to excel and innovate.

What you'll bring

- ✔ Senior leadership experience in financial management, treasury, and accounting, with a professional qualification (e.g., ACA, ACCA, CIMA).
- ✔ A credible and articulate leader, with experience of inspiring large teams towards shared goals service-led organisations.
- ✔ Passionate about people – customers and also colleagues across the business who make it happen – knows how to bring an army of people together to create positive change.
- ✔ A confident, independent and effective decision maker who cares about doing the right thing, not the easy thing.
- ✔ A natural innovator, someone who looks for opportunities and possibilities, with the courage to try new things when it makes sense for our customers and knows what it takes to build trusting, influential partnerships with external stakeholders.
- ✔ A strategic mindset – able to translate financial data into insights that drive long-term success.



The package

Annual salary: **£110,000**
plus **£3,500** car allowance.

Holidays: Time off to do as you please - you'll get 30 days and this will rise by one day annually up to 35. You get English bank holidays on top of that too.

Pension: We match what you pay into your pension up to 9%.

Career development: We've got different options depending on what suits your role best. It could be getting a recognised qualification, internal training, a professional accreditation or membership.

Healthcare: After three months with us you'll have access to Health Shield (a healthcare cash plan) so you can claim back on things like dental costs, physiotherapy and massages as well as have access to a 24/7 GP helpline.

Wellbeing: We've got gym discounts, a 24-hour confidential helpline for practical and emotional support (whether that's for your work or personal life) and activities like virtual exercise classes too!

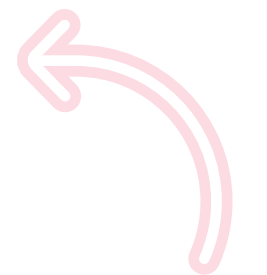
Flexible working: We want to help you achieve the best work life balance possible so offer flexible working hours. We have made some promises to our customers about when we're around, so we just need to bear in mind the needs of your team and the business to get the best out of it.

Equipment: You'll get top-of-the-range IT equipment and if your role involves working from home, you can use our online catalogue to order items like desks and chairs, and SAD lamps.

Discounts: Exclusive deals for holidays, shopping, eating out and lots more.

Family friendly: We pay more than statutory for maternity, paternity and adoption leave - this will depend on how long you've worked with us.

Give as you earn: Donating to your chosen charity is easy. You can give straight from your salary each month.



How to apply

[To apply please click the link here](#)

This will take you to our state-of-the-art recruitment platform giving you a personalised application process and access to your own candidate portal. In only a few short steps you will be able to submit your application for the role!

Please submit your application no later than **9:00am on 30th March**.

Any queries regarding the position or the process, please also contact recruitment@yorkshirehousing.co.uk and we'll get back to you as soon as we can.

To see the job advert and other documents, please [click here](#).

Timeline:



Closing date:

9:00am on 30th March 2025



Final panel interviews with Yorkshire Housing:

1st stage via Teams w/c 8th April and final stage on the 25th April in Leeds

Making it possible to have a place you're **proud to call home**

(that's just how we roll y'know)





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