

Yorkshire Housing Role Profile

Job title:	Finance Business Partner (Progression Role)	Leader of others:	Yes
Reports to:	Financial Planning and Analysis Manager	Contract type:	Agile Homeworking
Business Area	Finance	Budget holder?	No

Job purpose

This is a progression role. Salary increments will be subject to successful completion of the relevant Professional qualifications and successfully working through the development plan for this role.

To partner with the business to provide commercial insight and technical financial skills to support YH with achieving its objectives.

Combining financial expertise, commercial acumen and constructive challenge to enable strategic delivery.

Supporting the business area/s to maximise value, deliver growth initiatives, process improvement, margin enhancement and commercial opportunities with budgets ranging from c£500k to c£30m plus.

Key responsibilities

Working towards (this will form part of the role's development plan):

- Provide commercial and financial insight, advice and support to business leaders 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 leaders and other stakeholders through collaborating, influencing, challenging and negotiating to support the Group in achieving its objectives.
- Develop and own financial business planning and analysis for specified areas of the business.
- Own, 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.
- Line Management of the Associate and/or Finance Analyst covering the same business area, including 1:1s and development of the individual
- Input into statutory, regulatory or other external reporting as required (either specific to the business area or corporate).
- Oversee and be accountable for financial activity, reporting and practices for specified areas of the business ensuring they are subject to regular review.
- Identify and realise continuous improvement opportunities in accordance with change management protocols.

- Be the liaison into finance to meet the needs of the business, including bringing in accounting, tax, treasury and other support when required.
- Actively coach and help develop the performance of members of the team.
- 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 YH policy, procedures and statutory requirements.

What you'll bring to the role

The main things:

- Studying for a professional accounting qualification (e.g. Certified or Chartered Accountant).
- Experience of working in a business partnering role.
- Commercially aware with an ability 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 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.
- Line management experience with a proven record of being able to coach and develop others.
- 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.