



**Yorkshire
Housing**

Head of Treasury and Financial Planning

May 2026



Key information about the role



Head of Treasury and Financial Planning

 **Business area:**
Finance

 **Reports to:**
Director of Finance

 **Leader of others:**
Yes

 **Contract type:**
Agile Homeworking

 **Budget holder:**
Yes

 **Car Allowance:**
No

 **DBS check required:**
Yes

About the role

Role purpose

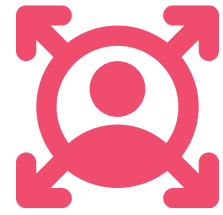
To lead Yorkshire Housing’s treasury and financial planning functions, ensuring the Group remains financially strong, well-funded and resilient.

The role holder is accountable for:

- Leading the development and integrity of the Group business plan, including long-term planning, budgeting, forecasting and scenario modelling
- Ensuring the treasury strategy, funding and liquidity effectively support delivery of the plan

Providing high-quality financial business partnering services including insight, challenge and assurance to key stakeholders including the Executive team and Board to inform strategic decision-making

Here's some of the things you'll be doing



We're Yorkshire by name and by nature. And we make it possible for people to have a place they're proud to call home, whether that's to rent or to buy. It's our people that make that happen, and here's how you'll be supporting:

Key responsibilities:

Leadership

- Lead, develop and inspire the Treasury and Financial Planning team, creating a high-performing, accountable and collaborative culture
- Provide clear financial leadership across the organisation, influencing strategic decisions and promoting strong financial discipline
- Work closely with Executive team, Directors and Heads of Service to ensure joined-up planning and delivery of the Business strategy
- Ensure appropriate levels of assurance over financial plans, risks and performance
- As part of the Finance Leadership Team, strive to continuously improve the efficiency and effectiveness of the Finance team in delivering excellent customer experience and value for money.

Financial Planning & Analysis

- Own the Group business planning process, including the 30-year plan, annual budget and in-year forecasting
- Lead scenario modelling and stress testing, ensuring the organisation understands and responds to key risks (e.g. rent, inflation, interest rates, development)
- Provide strategic financial insight and challenge to senior leaders, the Executive and Board, supporting decision-making and prioritisation
- Oversee delivery of robust budgeting, forecasting and reporting processes, setting standards and direction for the FP&A function
- Lead business partnering across the organisation, ensuring financial implications are understood within operational and strategic decisions
- Ensure alignment between: business strategy, the financial plan and the treasury and funding strategy

Treasury

- Develop and deliver the Group treasury strategy, ensuring the business plan is appropriately funded in line with policy
- Lead on funding strategy and execution, including new debt, refinancing and security optimisation
- Manage the Group's loan portfolio, ensuring covenant compliance and appropriate headroom
- Oversee cashflow and liquidity management, ensuring sufficient funding is available at all times
- Maintain strong relationships with lenders, investors and advisors, leading investor engagement
- Ensure robust treasury systems, controls and compliance with regulatory and legal requirements

Performance & Assurance

- Establish and monitor key financial performance indicators, covering:
 - plan delivery
 - forecast accuracy
 - financial resilience (liquidity, covenants, capacity)
- Provide clear, timely and insightful reporting to senior leaders, the Executive Team and Board
- Ensure effective financial governance, controls and continuous improvement across treasury and planning activities



As you can imagine, the above might not be all you'll be responsible for in role so you might be asked to take on some other key responsibilities if they're suitable for your role.

So, what will you bring to the role?



The main things:

- Significant experience in treasury and financial planning leadership within a complex organisation
- Proven track record of leading business planning, forecasting and financial modelling at a strategic level
- Strong commercial acumen and experienced business partner, with the ability to provide insight, challenge and influence senior stakeholders
- Deep understanding of funding markets, treasury risk and financial resilience
- Experience of scenario modelling and long-term financial planning
- A credible and engaging leader, with the ability to develop high-performing teams and build strong relationships across the organisation
- A professional UK recognised accounting qualification

It would be a bonus if you have:

- Sound understanding of the housing sector and its regulatory and financial environment

Our Yorkshire Housing values



What are they?

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.

Our colleagues are amazing

We want colleagues to feel free to be themselves, which means we all share responsibility for promoting a culture of equality, diversity and inclusion. We're also each accountable for our own health and safety by following our policies and completing any training needed for our roles. Our colleagues are amazing, and the diverse skills and abilities they bring to work every day are what make Yorkshire Housing such a special place to be. You spend a lot of your waking hours at work, so we're committed to giving you a workplace where you can truly be yourself, feel valued, and have opportunities to progress and develop.

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.

