

Job Profile

Job Title	Development Finance Senior Manager		
Job Reference No.	HOMEJD1247	Date of issue:	Jul 2026

The job in a **nutshell...**

This is a senior finance leadership role, requiring strong commercial judgement, confident leadership of teams and peers, and the ability to shape financial insight across a complex development programme.

A natural leader with a sharp commercial eye, you will lead our Development Finance Team in the provision of financial insight, challenge and advice to our Development & Sales business and the associated reporting of financial performance.

You will become a trusted partner to our Director of Development and Regional Heads. Being brilliant at your role will include collaborating across the FP&A team to ensure the latest, most accurate, financial data at a Group level is included in all our forecasting, planning and analysis.

What **success** will look like...

You will lead, coach and develop a team of finance business partners, setting clear standards for appraisal quality, commercial insight, stakeholder management and delivery pace.

You will own the provision of financial insight, challenge and recommendations for Development Investment Panel, helping ensure investment decisions are robust, commercially informed and aligned to Group financial objectives.

Understand and succinctly articulate the complete picture of the financial implications and performance of our development schemes and that of our various joint ventures.

Provide clear escalation, judgement and recommendations to senior leaders, ensuring they are fully sighted on key financial performance issues, risks and opportunities.

Lead the team to ensure readily available, timely and accurate financial data on all aspects of our developments schemes and joint ventures is fed into wider group reporting. You will be a

key partner to the Head of Management Accounts to ensure they are fully appraised on variances and financial performance issues within Development & Sales.

Use your commercial acumen to identify future financial risks on our development schemes and pipeline, ensuring these risks are accounted for and an appropriate level of awareness is raised in the right areas of our business.

Work closely with the wider FP&A team with the preparation of regulatory returns and forecasts such as our Business Plan and the FFR, being accountable for the provision of accurate forecast data on our development activities and joint venture performance.

Be a trusted partner to both the Director of Development and the Regional Heads of Development, ensuring they understand key financial issues in relation to our development activity. You will also work closely with them to lead on providing financial information on all our development activities for our budget and business plans.

You'll already have these **brilliant** skills, qualifications and knowledge...

Transferable Skills.	Technical qualifications, experience and knowledge.
We have an eye for detail - Has the technical qualifications - Applying legislation working within policies and procedures - Pays attention to the details	Professional qualification - Qualified financial accountant (ACA, ACCA or equivalent) - Strong technical accounting background - Applies technical accounting knowledge to development activity
We are great organisers and drivers - Deliver your objectives at the right pace - Be positive and enthusiastic to drive work forward - Take people with you	Modelling and appraisal - Ability to review and challenge complex models, assumptions and outputs - Experience of applying financial modelling to development schemes - Supports commercial decision making using financial information
We are great influencers - Be a real self-starter - Be curious - listen to understand your audience's situation or style - Understand our strategy and customers and able to articulate the benefits of change	Financial analysis - Ability to critically analyse, reconcile and interpret financial information - Produces clear and concise reports on complex issues - Reaches well argued conclusions and recommendations

	Strong understanding of financial forecasting, long-term planning and regulatory reporting
We have a win-win mentality - Listen to what others want and need and consider this when deciding what to do. - Be bold — “we can achieve this together”. - Be positive and solutions-focused.	Data and systems - Proficient user of MS Excel - Comfortable learning emerging technologies such as Power BI - Uses tools to identify trends, themes and reach sound conclusions

We’d also love you to have, or be **brilliant** at... (but don’t worry if not)

If you’ve previously worked with Business Planning and Appraisal tools then great (but don’t worry if not!).

Knowledge of the housing and development sector would also be very handy.

It would be great if you have experience of scenario modelling and stress testing of financial models.

We’re all **accountable** for...

Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.

Taking a proactive approach to your learning and development to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they’re there for a reason but don’t worry, we’ll help keep you informed along the way.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

Keeping things compliant! You’ll have role-specific and organisational goals but it’s important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.

Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff...

Budget Holder	No	Budget value up to £ N/A
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OFFICIAL

Manages People	Yes	# of direct reports circa 4	
Travel	Occasional	Driving Essential	No
DBS	None		

