

Job Profile

Job Title	Director of Finance		
Job Reference No.	HOMEJD998	Date of issue:	September 2026

The job in a nutshell...

With an analytical eye on the past and a clear view of the future, you are responsible for reporting the Group's financial position internally and externally. You'll lead our Group Finance and transaction teams to provide trusted financial insight, strong financial controls and ensure we meet our statutory and regulatory obligations.

With a view of the bigger picture, you support strategic decision-making through clear analysis of financial performance, risks and opportunities. You explain how we are performing and how this impacts our future plans and strategy. You ensure Home Group remains financially resilient and well positioned for the future.

What success will look like...

Budgeting, forecasting and financial planning support organisational priorities and enable resources to be directed effectively. You lead the preparation of the annual budget and ensure it is consistent with Home Group's strategy.

Home Group's financial position is understood across the organisation. Senior leaders, our Executive team and Board receive clear financial reporting, insightful analysis and commentary that ensures they understand financial performance, risks and opportunities to make informed decisions with confidence.

Financial reporting is transparent, compliant and trusted by internal and external stakeholders. You take responsibility for the issuing and production of the Group financial statements and oversee the external audit process.

Your teams (Group Finance, Management Accounts, Accounts Payable, Income Management and Payroll) deliver high-quality services that colleagues rely on. Clear priorities, strong leadership and a focus on continuous improvement create an environment where they perform well and ensure we remain compliant with relevant laws and regulations. Your services continually evolve to meet organisational needs.

Strong financial controls, effective systems and processes enable accurate reporting, and with your team, you provide trusted financial advice and high-quality, cost-effective services across the organisation.

External returns and regulatory submissions are completed accurately and on time, demonstrating strong financial governance and maintaining confidence with regulators and other key stakeholders. The Head of Treasury & Tax is supported to understand the latest forecast and funding requirements of the business and its plans, enabling effective planning and informed decision-making.

Responsible for financial reports for the Group's subsidiary companies and its joint ventures, we understand performance, opportunities and risks. Complex financial information is translated into practical insight that delivers long-term sustainability.

Finance is a valued organisational partner with expertise that shapes operational and strategic decisions. Through strong relationships, financial implications are understood early, and leaders receive constructive challenge and support when making important decisions.

An effective deputy for the CFO when needed, you attend and present at Board and Executive meetings, contributing effectively and guiding discussions.

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

Transferable Skills.	Technical qualifications, experience and knowledge.
Supercharged Performance • We create space for success by building safe, inclusive and supportive teams where colleagues feel valued, involved and trusted. • Recognise good performance and support colleagues with their Grow our Own goals. • We are clear on expectations and set SMART objectives that make it clear how teams and individuals deliver our Financial Strategy and reinforce those connections through great communication. • We challenge performance where it needs to improve and have those challenging conversations and make your expectations clear.	Financial qualification • You'll already be an experienced and qualified finance professional (ACA, ACCA or equivalent) with a strong technical accounting background. • Experience of leading a large finance function within a complex organisation, including budgeting, forecasting, financial controls and reporting.
Collectively Commercial	Operational insights and analysis

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• We see the bigger picture, as leaders, we need to find that balance. • We are accountable, it's not just the job of our financial teams, all of us need to take the time to fully understand our budgets and step up our commercial acumen and decision making. • Strong negotiators, challenging the status quo to get the best outcomes for Home Group and our customers.	• You will have the ability to critically analyse and interpret financial information, identify issues and recommend strategies to deal with them. • You will be experienced in applying organisational and operational context to financial analysis.
Dynamic Decisions • We consider others, we talk to each other when making big decisions, especially when they impact elsewhere. We escalate where we need to. We listen to customer and colleague feedback. • We are courageous, we don't shy away from making decisions, even if they are difficult ones.	Succinct and impactful communicator • You will have excellent communication skills and be able to constructively challenge those around and above you with confidence and the facts. • You will be a succinct writer of Board level communications and reports, who is able to use simple language to explain complex financial information.
Laser Sharp Focus • We understand what's going on in the outside world. We think longer term, making sure that our customers' voice is represented in decisions. • We're not only clear on Home Group's mission, strategy, goals, values and customer promise, we actively talk about this with our teams keeping us all heading in one direction. • We are creative, cooperative and effective team players.	A leader of people • You will have led high-performing Finance teams and demonstrated that you know how to get the best out of them, delivering on your promises and exceeding expectations. • Track record of providing strategic challenge and financial insight, guiding major business decisions.

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

If you've previously worked with Oracle finance, Excel for Apps and Power BI then great (but don't worry if not!).

Knowledge of the housing, development and supported housing sectors would also be very handy.

It would be great if you have experience of delivering change and the ability to respond to a fast-paced environment as things change quickly in Home Group.

We're all **accountable** for...

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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	Yes	Budget value up to £	£500k direct
Manages People	Yes	# of direct reports circa	5
Travel	Occasional	Driving Essential	Yes
DBS	None		



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