



Executive Director of Finance

Recruitment Pack

LHP Lincolnshire
Housing
Partnership

Great Homes and Strong Communities

Welcome from Ceri Theobald and the team at LHP

As the new Chief Executive of LHP, I am excited to be leading the organisation into its next phase, as landlord dedicated to improving the lives of customers.

LHP is an organisation with huge potential. We are built on incredibly strong foundations and have the opportunity to positively impact on the lives of thousands of people every day.

We can only deliver this if we prepare LHP for the future and make sure we have the relationships and business knowhow to deliver on the challenges and the opportunities currently being presented to the social housing sector.

We're looking for a new **Executive Director of Finance** to be part of this journey.

We want to build a senior team of collaborators who are ready to lead people through change and demonstrate the behaviours and values that make social housing such a privileged sector to work in.

If you are looking to be part of a dynamic, driven and purposeful organisation dedicated to customers and communities, this could be the role for you.

If you are ready to take the step up into an executive role, we want you to get in touch.

We're looking for someone to help build the partnerships that will deliver the number and type of new homes our communities need in the places they want to live.

And lead us on our investment journey so that we can make our current homes sustainable, comfortable and affordable to live in.

Every pound we invest will be spent through the lens of our customers and their needs.

This is the start of an exciting journey with a new team ready to deliver for customers and make a difference.

Come and be part of the journey and let's prove the power of social housing.

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Ceri Theobald
Chief Executive

About the Executive Director of Finance role

As our new Executive Director of Finance, you will play a crucial role in ensuring LHP has the financial health and sustainability to drive the business into a new era.

You will support a high-performance culture, strategic growth and will contribute to the overall mission of providing high-quality housing for tenants.

We want you to help embed a culture of “customer first” in all decision-making and execution of our plans.

As an Executive Director you'll be a visible and active senior leader within our workplaces and communities across Lincolnshire, fostering strong relationships and trust with staff, tenants and partners.

This is a great opportunity to build the right financial platform to enable social housing to solve social issues, grow and innovate.

The role would suit an experienced leader or someone stepping into an executive role for the first time.

Our expectations for the role

You need to be:

- **Ambitious** for our communities
- **People - focused**
- **Visible**, leading from the front
- **Innovative**
- **Curious about other business areas** and provide support to the priorities of others
- **Committed** to driving LHP's strategic objectives

THE LHP WAY

Behavioural framework



Collaborative

We act with purpose to make a positive impact by being inclusive, considerate, kind and optimistic



Empowering

We collaborate as one team that is strong, brave, supportive, honest and emotionally aware



Learning

We put our customers first by remaining curious, adaptable, flexible, motivated and engaging



Purposeful

We commit to learning by being accountable, humble, curious, resilient and future-focussed

Our vision is: **Great Homes, Strong Communities**



Customer first

We will put customers at the heart of our decision-making process and develop services that are built around their needs.

This emphasis will be felt by customers in every interaction with us, driving up our customer satisfaction and ensuring we invest our money where it has the greatest impact.



Listen, act and learn

We will create a structured opportunity for stakeholders, staff and customers to provide feedback. We will value this time and insight and use it to act and learn from it. Before investing in new and existing projects, we will seek the views of those set to benefit.

Together

We will proactively seek out new partnerships and work to build on the many successful joint working projects already underway.

We can achieve more by working together with our key stakeholders and by working together as one team.



LHP in numbers

Over 20,000 customers

35% older people

12,500 homes

Largely located around Grimsby & Boston

415 colleagues

92% locally based

RoSPA Silver award 2024

631 Best companies Score

28% customer diversity data
aiming to reach 90% by March 2025

Financial achievements

Governance ratings from the Regulator of Social Housing - **G1, V2**

Credit Rating – **S&P A-** (stable outlook)

Tightest Covenant Headroom (Interest Cover) of **389%**, against **121%** target

Meet the team

The Executive Director of Finance will be responsible for the teams and delivery plans of the departments below.



Financial Management



Strategic Planning and Development



Treasury and Investment Management



Risk and Assurance



Procurement and Performance



Business Insight

Role overview

As Executive Director of Finance you'll:

- Be the strategic lead ensuring the financial health and sustainability of LHP
- Be accountable for financial control, implementing procedures and policies throughout the organisation.
- Ensure full compliance with all relevant legislation and regulatory standards.
- Be responsible for the teams and delivery plans of financial management, strategic planning and development, treasury and investment management, risk assurance, procurement and performance and business insight.
- Report directly to the Chief Executive

That means you will:

- Be a visible and active senior leader within our workplaces promoting a customer first culture.
- Be a team player, supportive of all business areas and their priorities.
- Be a relationship builder who can help to drive the right leadership behaviours in others.

You will be fully supported by a forward-thinking board and executive team together with a robust corporate plan to execute your role successfully.

A full job description and skills profile is attached with this pack.



Benefits and career progression

Pension contributions: a superb employer salary sacrifice pension scheme with up to 12% paid by LHP

Health: an employee wellbeing package worth up to £1,200 annually through our benefits partner Westfield Health

Discounted Shopping Vouchers: through Westfield Health

Mental Health First Aiders: across the business. We're there for each other

Holidays: 30 days a year pro rata (plus bank holidays) which increase by one day per year for the first five years of service.

Additional Holidays: can be earned through full attendance

Opportunities to learn: develop new skills and knowledge through our fantastic corporate training programme

Flexible working: we provide for home and office working

Check out lincolnshirehp.com/careers/ to hear more about why our colleagues love to work for Lincolnshire Housing Partnership.

Career Progression

At LHP we are committed to investing in the development of our employees to enable them to realise their full potential. LHP will provide you with opportunities to enhance your skills and assist in your career progression.

We measure our success by being able to retain our best talent and by the number of internal promotions that we are able to achieve.

Check out Careers at LHP - YouTube to hear more about some of our colleagues' stories at Lincolnshire Housing Partnership



How to Apply

Thanks for your interest in this role. You can apply by sending us:

- An **up-to-date CV** which shows your full career history – we recommend that this is no longer than 3 pages.
- A supporting statement explaining why you are interested in this role, detailing how you are a good candidate for this post and how you fulfil the person specification – we recommend that this is no longer than 3 pages.

Applications must be received by 27th September

To apply for the role, set up an informal discussion, or if you have any questions, you can get in touch with Tom Neely:
Tel 0738471939, email tomneely@neemarsearch.com

Key dates and application process

Applications close: Friday 27th September at Midday

First Stage interviews: 8th and 9th October

Final interviews: 22nd and 24th October

To find out more about LHP and its vision and strategy visit our website at: www.lincolnshirehp.com

LHP Lincolnshire
Housing
Partnership

LHP, Head Office, Cartergate House, 26 Chantry Lane, Grimsby DN31 2LJ
Tel: 0345 604 1472

Job Description

Key Responsibilities

Key Tasks

Corporate Responsibilities

The Executive Director of Finance will play a vital role in driving LHP's strategic objectives, promoting a customer-centric culture, and ensuring the organization's operations are safe, compliant, and positioned for sustainable growth. Corporate responsibilities include:

Vision and Values: As an active member of the Executive team, shape and deliver LHP's vision and values, ensuring continuous modernisation of services and practices.

Customer First Focus: Drive a 'customer first' approach in every aspect of our operations, from customer-facing roles to back-office functions.

Leadership and Culture: Demonstrate open, visible, and collaborative leadership to foster a high-performance culture that inspires service excellence.

External Relationships: Develop and maintain strong external relationships to enhance LHP's profile and reputation, supporting growth, impact, and sustainability.

Compliance and Safety: Ensure compliance with regulatory and legislative standards across all core functional areas, acting as the organisation's accountable person for Health and Safety.

Strategic Advising: Provide expert advice to the Board and Executive colleagues on all matters related to asset management, development, and sustainability.

Key Responsibilities

Key Tasks

Leadership and Management

The Executive Director of Finance will enhance LHP's strategic leadership, promote a high-performance and accountable culture, and ensure effective communication and representation both within and outside the organisation. Responsibilities include:

Collaborative Executive Team Member: Be a positive, open, and collaborative member of the executive team, role modelling desired behaviours that encourage connection, empowerment, and accountability.

Collective Leadership: As part of the Executive team, provide collective leadership, driving the future direction and success of LHP by ensuring the delivery of agreed objectives, and associated strategies, projects, and plans.

Business Change Initiatives: Lead relevant business change initiatives to ensure value for money and maximise returns for social investment.

Strategic Leadership: Provide strategic leadership and direction to the Finance management team, fostering a collaborative and high-performance culture focused on continuous improvement.

Coaching Leadership Style: Adopt a coaching style of leadership to support a high-performance culture, ensuring directorate staff are motivated about their contributions and can see their impact and value.

Performance Metrics: Develop and implement performance metrics to monitor and improve team effectiveness.

Culture of Learning and Accountability: Develop a culture of learning and accountability, promoting ongoing professional development and training opportunities for colleagues.

External Representation: Represent the housing association and the finance directorate in external meetings, conferences, and negotiations relating to finance

Regular Reporting: Report regularly to the CEO and board of directors on financial performance, progress, risks, and opportunities.

Key Responsibilities

Key Tasks

Financial Management

Develop and implement financial strategies to support the housing association's mission and objectives.

Build a comprehensive framework for monitoring the financial plan, including taking timely and corrective actions.

Oversee budgeting, forecasting, and financial planning processes to ensure effective resource allocation.

Manage the preparation of financial statements, ensuring accuracy and compliance with relevant regulations and standards.

Provide financial analysis and advice to the executive team and board of directors to inform strategic decision-making.

Ensure robust financial controls and procedures are in place to safeguard the organisation's assets.

Key Responsibilities

Key Tasks

Strategic Planning and Development

Conduct regular horizon scanning of the external environment to keep abreast of changes in legislation, good practice and wider socio-economic and housing issues.

Contribute to the development and execution of the organisation's strategic plan.

Provide financial leadership and support for strategic initiatives and projects.

Identify and evaluate new business opportunities, including potential mergers, acquisitions and partnerships.

Conduct financial due diligence and feasibility studies for strategic projects.

Collaborate with other directorates to ensure strategic alignment and effective implementation of initiatives

Key Responsibilities

Key Tasks

Treasury and Investment Management

Oversee the management of the organisation's treasury operations, ensuring effective cash flow management.

Develop and implement funding strategies to maintain viability and invest in customer priorities, while managing risk.

Maintain effective relations with lenders and investors, ensuring contractual requirements are met.

Ensure compliance with investment policies and regulatory requirements.

Provide regular reports on treasury and investment activities to the executive team and board of directors.

Risk and Assurance

Develop and implement a comprehensive risk management framework to identify, assess, and mitigate financial and operational risks.

Conduct regular risk assessments and ensure appropriate risk mitigation strategies are in place.

Oversee the internal audit function, ensuring regular audits are conducted and findings are addressed promptly.

Ensure compliance with all relevant financial regulations and standards, including financial reporting, tax, and audit requirements.

Maintain an effective system of internal controls to ensure the integrity of financial reporting and operations.

Report on risk management and assurance activities to the board of directors and relevant committees.

Key Responsibilities

Key Tasks

Performance and Business Insight

Develop and implement performance management frameworks to monitor and improve the financial and operational performance of the organisation.

Provide business insights and analysis to support strategic planning and operational decision-making.

Develop and maintain key performance indicators (KPIs) and performance dashboards to track progress against strategic goals.

Conduct regular performance reviews and identify opportunities for improvement and efficiency.

Work with other directorates to ensure alignment of performance metrics and reporting.

Prepare and present performance reports to the executive team and board of directors.

Person Specification

Qualifications

Relevant professional qualification e.g. CIPFA/CIMA/ACA/ACCA	E
Full membership of a recognised UK accountancy body.	E
Evidence of continuing management development	D

Skills

Leadership skills and the ability to coach, motivate and engage others.	E
Ability to engage effectively with all levels including colleagues, customers and external stakeholders.	E
High level of skills in strategic and analytical thinking.	E
Ability to interpret and analyse financial information and complex data.	E
Ability to draw upon innovation and business intelligence, research and best practice, in advising on options and opportunities.	E
Present data and information in clear and accessible ways to enable effective decision making.	E
Ability to identify and manage risks and make sound judgements, whilst not being risk averse.	E
Effective influencing and negotiating skills.	E
Ability to contribute to executive decision-making, with collective responsibility to support and challenge other executive colleagues.	E
High level of written, presentation and interpersonal communication skills, with the ability to tailor to a variety of audiences.	E

Knowledge & Experience

Proven track record of successfully managing a range of finance and business assurance services at a strategic level, in a complex customer facing organisation	E
Experience of working in a regulated environment	E
Substantial experience of developing finance and risk/business assurance strategy and plans	E
Substantial experience of being responsible for a risk management/ business assurance framework	E
Experience of collaborating and working as part of an effective senior team.	E
Experience of working with Boards and committees.	E
Track record of developing and sustaining effective external partnerships that add value.	E

E = Essential

D = Desirable

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Interested?
We'd love to receive your application!
Apply via [email](#) now



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