Broadacres

NEW LEADERSHIP OPPORTUNITIES

Help shape the future of Broadacres and the rural communities we serve.

ASSISTANT DIRECTOR, PERFORMANCE AND RISK
FINANCIAL PLANNING MANAGER
FINANCIAL SERVICES MANAGER

CANDIDATE
PACK

nigel wright
GROUP

Broadacres

CANDIDATE PACK

CONTENTS

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Broadacres

WELCOME TO BROADACRES

THREE APPOINTMENTS. ONE SHARED PURPOSE.

Thank you for considering a career with Broadacres. This is an important moment for our organisation. We are proud of what we deliver for customers today and ambitious about what comes next: more safe, affordable homes, stronger services and an organisation equipped to meet the changing needs of rural North Yorkshire.

Our Firm Foundations programme is strengthening how we work and creating the platform for our next corporate strategy. These three appointments will play a central part in that journey, bringing together leadership across performance, risk, governance and finance so that we can make better decisions, use our resources well and deliver an even greater impact for customers and communities.

Each opportunity offers real scope to influence, improve and lead. You will bring your professional expertise, but just as importantly, you will help colleagues turn insight into action, strengthen organisational confidence and keep our purpose at the heart of decision making.

THE OPPORTUNITIES

Assistant Director, Performance and Risk - £85,170 per annum

Financial Planning Manager - £61,286 per annum

Financial Services Manager - £55,893 per annum

Northallerton / hybrid working, with regular on-site leadership presence.

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ABOUT BROADACRES

ROOTED IN NORTH YORKSHIRE. AMBITIOUS FOR ITS FUTURE.

7,000+

ONE CLEAR PURPOSE: GREAT HOMES AND GREAT CUSTOMER EXPERIENCES ACROSS RURAL NORTH YORKSHIRE.

Broadacres is the rural housing association for North Yorkshire, serving market towns, coastal communities and some of the most rural areas within two National Parks. Our vision is to be the best rural housing association in the country, providing great homes and great customer experiences across the communities we serve.

For more than 30 years, we have grown alongside those communities. We now own more than 7,000 homes and provide homes for rent and low-cost home ownership, including shared ownership. Our work also includes extra care schemes, a women's refuge, accommodation for young people experiencing homelessness, and services for people with learning disabilities and mental health needs.

More than 400 colleagues bring that purpose to life, including around 150 people in property maintenance and a further 150 supporting customers in their communities. Through our active development programme, we are building homes for rent and shared ownership, with new homes designed above current requirements to anticipate future standards.

OUR REGION: CHALLENGE AND OPPORTUNITY

A DISTINCTIVE REGION. A VITAL HOUSING MISSION.

The challenge

North Yorkshire is a remarkable place to live and work, but its beauty can mask significant housing pressures. House prices and rents have risen faster than wages, while the supply of affordable homes has reduced. Second homes and holiday lets add further pressure in some communities.

The impact reaches beyond housing. When families cannot afford to remain, schools, local businesses, public transport and community services can all become harder to sustain. Providing affordable homes is therefore about more than bricks and mortar. It helps people stay rooted in the places they know, supports local economies and keeps rural communities thriving.

The opportunity

There is now renewed national, regional and local focus on rural housing. Broadacres intends to be an active part of the solution, using strong partnerships and available investment to deliver more affordable homes and champion the needs of rural communities.

The government's ambition for affordable rural homes, the Homes England £27.3bn funding programme to 2036, and partnership opportunities with the York and North Yorkshire Combined Authority and North Yorkshire Council create a strong platform for progress. Our established relationships with the North York Moors and Yorkshire Dales National Parks will also remain central to delivering much-needed homes in these exceptional places.

Our ambition is to play a leading role as an anchor institution for North Yorkshire: building homes, strengthening communities and using our influence to create lasting local value.

BUILDING ON STRONG FOUNDATIONS

BUILDING FIRM FOUNDATIONS FOR WHAT COMES NEXT

Broadacres is a successful and resilient organisation with a strong record of delivery for customers and communities. We are now building on those strengths through Firm Foundations, a significant 18-month programme that will prepare Broadacres for its next phase of ambition.

Firm Foundations is about making practical improvements that customers and colleagues can feel. It will strengthen how we make decisions, use data, manage resources and work together, while ensuring we remain ready to meet future demand for safe, affordable homes.

FIRM FOUNDATIONS PRIORITIES

CUSTOMER EXPERIENCE

Delivering reliable, high-quality services with customers at the heart of decisions.

FINANCIAL RESILIENCE

Using resources effectively to maximise value and support future investment.

DIGITAL ENABLEMENT

Using technology, data and insight to improve services and the colleague and customer experience.

ORGANISATIONAL EXCELLENCE

Building capability, accountability and a culture of continuous improvement.

THE IMPACT

By delivering Firm Foundations, Broadacres will be better equipped to respond to the housing needs of rural North Yorkshire, create greater impact for customers and partners, and move confidently towards future growth. The leaders appointed through this campaign will help turn that ambition into sustained organisational performance.

WHY JOIN BROADACRES?

Colleagues are recognised as Broadacres' most valuable asset. The organisation is committed to quality, learning and progression, with opportunities for development, training and qualifications.

BRING YOUR EXPERTISE. INFLUENCE MEANINGFUL CHANGE. HELP US DELIVER MORE FOR RURAL NORTH YORKSHIRE.

- 33 days' annual leave, increasing to 38 days based on service, including bank holidays.
- Holiday buying scheme.
- Access to BroadRewards, the total rewards platform.
- 24/7 confidential employee assistance and counselling support.
- Pension options with life cover and ill-health provisions.
- Smart Tech salary deduction scheme, eye care and flu vaccination vouchers.
- Long-service awards, colleague lottery and payroll giving options.

FINANCIAL PLANNING MANAGER

Team - Finance

Direct team responsibility – 4 direct reports

Manager – Assistant Director, Finance

Budget responsibility – £0.5m

Location – Northallerton/Hybrid

Job grade – 6

Role purpose

The Financial Planning Manager is responsible for leading the delivery of high-quality financial planning, budgeting, forecasting, management accounting and business partnering services across the organisation. The role supports the Assistant Director, Finance by providing financial insight, challenge and analysis that enables managers and leaders to make informed decisions and achieve organisational objectives.

The Financial Planning Manager will manage the financial performance team, ensuring effective financial support is provided across all services. The post holder will develop strong relationships with budget holders and operational leaders, embedding financial accountability, value for money and continuous improvement throughout the organisation.

The post holder will take the lead on regulatory reporting, including the 30-year financial plan, statutory accounts and quarterly returns.

Treasury functions, including lender returns, managing the cash flow forecasting and interest payments fall under this role's responsibility. Along with rent and service charge setting.

Organisational Structure:

Main responsibilities:

Financial performance

- Lead the delivery of monthly management accounts, ensuring reporting is accurate, timely and provides meaningful insight to support decision making.
- Lead the preparation and coordination of annual budgets across the organisation.
- Develop and maintain financial forecasts that identify risks and opportunities.
- Provide detailed variance analysis and commentary against budget, forecast and prior year performance.
- Support the production and maintenance of 5-year and 30-year financial plans, including co-ordination of assumptions, scenario modelling., sensitivity analysis, and stress testing.

What does success look like?

Financial information is trusted, timely and consistently used to inform decision making across the organisation. Budget holders understand their financial position and are able to proactively manage resources. Forecasting is accurate, emerging risks are identified early, and leadership teams have clear visibility of current and future financial performance.

Financial business partnering

- Lead and develop a customer-focused finance business partnering service across the organisation.
- Develop strong relationships with Directors, Assistant Directors and Managers to improve financial awareness and accountability.
- Provide financial modelling and scenario analysis to support decision making and contribute to business cases.
- Embed Value for Money, identifying opportunities for efficiencies, cost savings and service improvement.
- Deliver meaningful financial and operational performance information in a format that works for budget holders and continues to evolve.

What does success look like?

Finance is viewed as a trusted advisor, not just a reporting function. Managers actively seek financial input for decisions and demonstrate strong ownership of their budgets. Business partnering adds measurable value by supporting improved financial outcomes, stronger decision making and better resource allocation.

Statutory and regulatory compliance

- Ensure compliance with financial regulations, standards, policies and procedures.
- Overall responsibility for returns to the Regulator of Social Housing, including co-ordinating contributions from others.
- Prepare statutory accounts and ensure supporting documentation prepared for the external audit.
- Ensure compliance with taxation requirements including VAT, corporation tax and other statutory obligations.

What does success look like?

All financial reporting obligations are delivered accurately and on time. Audit findings are minimal, regulatory submissions are completed without issue, and there is confidence from internal and external stakeholders in the quality and integrity of financial information.

Governance, risk and financial management

- Support the development and monitoring of financial governance arrangements.
- Contribute to organisational risk management processes.
- Ensure compliance with financial regulations, standing orders and delegated authority frameworks.
- Support the development and monitoring of KPIs and financial metrics.
- Undertake benchmarking and analysis to support continuous improvement.

- Maintain robust financial controls across all areas of responsibility.
- Ensure the team's contributions to the Asset & Liability register are accurate.
- Involvement in internal audit process and implementation of recommendations.

What does success look like?

Financial risks are effectively managed, governance arrangements operate as intended and there is strong assurance over financial management. Strong systems of financial control are embedded.

Treasury and investment management

- Oversee the preparation of cash flow forecasts, facility draw downs and interest payments.
- Monitor compliance with lender covenants and internal Golden Rules. Ensure lender reporting requirements are fulfilled.
- Oversee treasury performance reporting.
- Monitor investment performance and ensure surplus funds are invested appropriately.
- Ensure implementation of the treasury management policy and treasury strategy.
- Support refinancing exercises when required.

What does success look like?

The organisation maintains strong liquidity and fulfils all lender obligations. Cash flow forecasting is accurate, treasury risks are proactively managed, covenant compliance is maintained and investment decisions support financial resilience and value for money. The Treasury Strategy will be delivered.

Rent and service charge setting

- Oversee the annual rent and service charge setting process.
- Ensure rents and service charges are calculated in accordance with regulatory and legislative requirements.
- Develop robust service charge models and methodologies.
- Ensure service charge budgets are accurate, transparent and fully supported.
- Work closely with operational teams to understand service delivery costs and cost recovery arrangements.

What does success look like?

Rent and service charge setting is accurate and fully compliant with the relevant standards. Customers receive fair and transparent charges, cost recovery is maximised where appropriate, and the organisation has confidence in the quality and robustness of its charging framework.

Leadership and people management

- Lead, develop and motivate the Financial Performance team.
- Promote a culture of continuous learning, accountability and customer focus.
- Manage team performance, objectives and professional development.
- Embed the organisational values.

What does success look like?

A motivated, high performing team that are engaged and working towards clear and stretching goals. Service standards are consistently high, and finance is seen as a key contributor to organisational success

General

- To comply with Broadacres policies, procedures and code of conduct.
- To ensure all work undertaken and services provided are in compliance with the data protection legislation.
- Comply at all times with all organisational policies and relevant legislation including Data Protection, Equality & Diversity, Health & Safety and Financial regulations.
- To carry out any other duties consistent with the level of responsibilities of the post as may from time to time be required.
- Embrace BHA's sustainability ambitions to support Broadacres to be an environmentally friendly organisation
- Promote and demonstrate commitment to equality, inclusion and diversity ensuring BHA develops and promotes positive practices in all its customer activities.
- Embrace and promote the corporate plan, mission, vision, values and conduct of the association.

What does success look like?

An effective visible manager. The role holder fully embraces the corporate strategy and values, regularly communicates Broadacres' performance and progress with teams, ensures that operational processes and practices are complied with and inspires colleagues to deliver great customer experience.

Person Specification

Experience

Essential

- Significant experience of management accounting, budgeting, forecast and financial reporting.
- Experience of leading a finance business partnering function and supporting managers in financial decision making.
- Significant experience of interpreting financial data and presenting findings to non-finance audiences.
- Experience of managing, motivating and developing teams.
- Demonstrable experience of supporting year-end financial reporting and external audit processes.

Desirable

- Experience of social housing/not for profit sector.
- Experience of regulatory reporting.
- Experience of financial planning and treasury management.
- Experience of rent and service charge setting.
- Experience of financial system implementation or upgrades.

Skills

- **Excellent financial analysis skills** being able to analyse and interpret data from multiple sources to derive results, conclusions and recommendations.

- **Problem analysis** - able to analyse problems, assess solutions and reach sound decisions.
- Excellent written and verbal communication skills.
- **Relationship building** - Ability to form successful professional relationships with customers, external organisations and colleagues.
- Ability to provide constructive challenge and influence decision making at all levels.
- **Well developed organisational skills** – able to successfully manage competing priorities/ projects and work to tight deadlines
- **Great people management skills** - able to motivate, organise and lead colleagues.
- **A strong manager** who can motivate a team to deliver great results
- **Attention to detail** with a meticulous approach to tasks, ensuring there is accuracy in work and nothing is overlooked.
- Delivers high performance by meeting agreed targets, standards and deadlines, staying focused and accountable in a performance driven environment.

Knowledge

Essential

- Detailed knowledge of management accounting principles and best practice.
- Strong understanding of budgeting and forecasting.
- Knowledge of financial governance, internal controls and risk management practices.
- Understanding of accounting standards and financial reporting requirements.
- Knowledge of value for money principles.
- Knowledge of financial analysis techniques and financial modelling methodologies.
- Understanding of audit requirements and assurance processes.
- Strong practical working knowledge of Excel.

Desirable

- Financial modelling skills.
- Data visualisation.
- Knowledge of the regulatory framework governing housing associations.
- Treasury management principles.
- Rent and service charge standards.

Special Requirements

- Role holders will work flexibly, balancing home working with regular presence across Broadacres' portfolio, typically 2 days per week in the office. Maintaining strong leadership visibility and an accessible leadership presence is a key requirement of the role.
- Willing and able to work outside normal office hours.
- Current driving licence.

Qualifications

- Educated to degree level or equivalent professional experience.
- Evidence of Continuous Professional Development.

HOW TO APPLY

READY TO MAKE A DIFFERENCE?

If you are motivated by Broadacres' purpose and excited by the opportunity to help shape its future, we would welcome your application.

Please prepare and submit:

- A CV, with a recommended maximum length of two pages.
- A supporting statement or cover letter, with a maximum length of one page, explaining your motivation for applying and the contribution you would bring to Broadacres.

TIMELINES

Closing date:	Sunday 27th September
Interview date:	Week commencing 5th October and will include a presentation for all roles