albyn group
building homes...supporting communities

CAMPBELL TICKELL











Group Director of Finance

Location: Hybrid working with Inverness / Invergordon office base

Job Description

Role Details

Title of job: Group Director of Finance

Location: Hybrid working with Inverness or Invergordon office base

FTE: 1.0

Line manager: Chief Executive Officer

Responsible for: Finance function

Purpose and Scope

As a member of the Leadership Team, the Group Director of Finance provides organisation-wide leadership on financial strategy, investment, treasury and long-term sustainability. Reporting to the Chief Executive Officer, the postholder is a strategic partner to the Board and Leadership Team, bringing independent professional judgement, constructive challenge and clear financial insight to the organisation's most significant choices.

The role leads the development and delivery of the financial and investment strategy that underpins the Corporate Strategy and Business Plan. It ensures that resources, funding capacity and financial risk appetite are aligned with Albyn Group's purpose, customer outcomes, priorities and planned investment, and that the Board receives the insight and assurance needed to fulfil its governance responsibilities.

The Group Director is accountable not simply for the effective operation of the finance function, but for strengthening strategic decision-making, organisational resilience and long-term value across Albyn Group.

Strategic Accountabilities

1. Corporate Leadership and Organisational Strategy

- Act collectively with the Chief Executive Officer and Leadership Team in shaping and delivering organisational strategy, priorities, culture and performance.
- Ensure financial capacity, opportunity, risk and long-term consequences are integral to strategic choices from the outset.
- Provide authoritative advice and constructive challenge to the Board, Committees, Chief Executive Officer and Leadership Team, supporting clear and timely decisions.
- Lead the financial dimensions of major organisational change, partnerships, growth opportunities and strategic initiatives, ensuring benefits, dependencies and risks are understood.
- Share collective accountability for organisation-wide performance and outcomes, contributing beyond the boundaries of the finance portfolio.

2. Financial Strategy and Long-Term Sustainability

- Lead the financial strategy and long-term financial planning framework, translating strategic ambition into a sustainable, resilient and deliverable plan.
- Maintain a forward view of financial capacity, resilience, sensitivities and trade-offs, enabling the Board and Leadership Team to make informed choices about priorities and pace of delivery.
- Align resources with the Corporate Strategy and Business Plan, advising on options and corrective action where ambition, affordability, performance and risk are not appropriately balanced.
- Champion value for money and strategic resource allocation across Albyn Group, connecting financial choices to customer, community, asset and organisational outcomes.
- Ensure the organisation has a clear, decision-useful view of financial performance and future outlook, rather than relying solely on retrospective reporting.

3. Investment, Growth and Business Planning

- Lead the financial and commercial assessment of investment choices, including asset investment, development, service change and other major commitments.
- Establish a consistent organisation-wide approach to investment appraisal, scenario analysis, benefits realisation and post-investment review.
- Advise on affordability, opportunity cost, return, risk and strategic fit, ensuring investment decisions support long-term purpose and resilience.
- Ensure financial plans integrate service priorities, customer outcomes, asset requirements, funding capacity and the external operating environment.
- Identify and evaluate opportunities for sustainable growth, collaboration and innovation, enabling the organisation to act with appropriate confidence and discipline.

4. Treasury, Funding and Financial Resilience

- Set the strategic direction for treasury, funding, liquidity and covenant management in support of the Business Plan.
- Lead relationships with lenders, banks, investors and professional advisers, representing Albyn Group credibly in significant financial discussions.
- Ensure a robust funding strategy and sufficient financial flexibility to respond to changing conditions, planned investment and future opportunities.
- Provide early warning, clear scenarios and actionable options where financial pressures, market conditions or covenant risks may affect delivery.
- Lead the strategic management of financial risk, ensuring material risks have clear ownership, mitigations and escalation.

5. Governance, Assurance and Regulatory Stewardship

- Provide clear assurance to the Board and relevant Committees on financial governance, statutory reporting, controls, audit, treasury and financial risk.
- Ensure compliance with applicable legislation, accounting standards, lender requirements and regulatory obligations, while applying proportionate judgement rather than process for its own sake.
- Set the organisation's financial control and assurance framework, maintaining strong stewardship while enabling accountable and timely decision-making.
- Maintain influential strategic relationships with external and internal auditors, regulators and other key stakeholders.
- Promote a strong culture of financial accountability, transparency and informed risk-taking across the organisation.

6. Strategic Leadership of the Finance Function

- Set the purpose, direction and operating model for a modern, influential and forward-looking finance function that acts as a strategic partner to the organisation.
- Build capability in strategic partnering, insight, forecasting, investment appraisal, systems and data, alongside consistently strong financial control.
- Lead, develop and hold the Finance Manager and wider team accountable for high-quality outcomes, professional standards and responsive service.
- Develop succession, professional capability and leadership depth, creating an inclusive environment in which colleagues can contribute, challenge and improve.
- Sponsor the effective use of technology, automation and data to improve control, insight, efficiency and decision-making.

Leadership Expectations

The Group Director of Finance is expected to operate as an organisational leader first and a functional specialist second. The postholder will model Albyn's values of being caring, professional and adaptable, and will:

- Think and act beyond the finance function, connecting financial strategy with customers, homes, people, communities and organisational capability.
- Communicate complex financial matters clearly and proportionately, enabling sound decisions by non-financial audiences.
- Exercise courage, integrity and independent judgement, including challenging assumptions and advising against proposals that are not sustainable or sufficiently evidenced.
- Build trusted relationships and shared ownership of financial performance across the organisation.
- Anticipate changes in the economic, regulatory, funding and policy environment and position Albyn Group to respond effectively.
- Lead inclusively, invite constructive challenge and create the conditions for high performance and continuous improvement.

Key Outcomes

- A sustainable, Board-owned financial strategy aligned with Albyn Group's Corporate Strategy and Business Plan.
- Sound investment and resource decisions informed by affordability, risk, customer impact and long-term value.
- Strong funding capacity, financial resilience, governance and assurance, with early visibility of emerging pressures.
- A high-performing finance function that provides trusted, forward-looking insight and strategic partnership.

General Responsibilities

- Fulfil the duties of the role in accordance with Albyn Group policies, governance arrangements and values.
- Champion equality, diversity and inclusion, and promote health, safety and wellbeing through leadership practice and organisational decision-making.
- Maintain professional competence and undertake continuing professional development appropriate to the role.
- Undertake other responsibilities reasonably consistent with the seniority, purpose and organisational scope of the post.

Person Specification

Selection Criteria

Education and Professional Standing

Essential

- Fully qualified accountant: CA, ACCA, CIMA, CIPFA or equivalent.
- Evidence of continuing professional development and current professional competence.

Desirable

- Postgraduate, executive leadership or management qualification.

Strategic and Corporate Leadership Experience

Essential

- Substantial senior leadership experience with organisation-wide responsibility for financial strategy and advice.
- A strong record of contributing to corporate strategy and influencing significant decisions with a Board and executive or leadership team.
- Experience translating long-term organisational priorities into sustainable financial and investment plans.
- Evidence of leading beyond the finance function and contributing to organisation-wide performance, culture or change.
- Experience leading and developing a finance function through improvement or change.

Desirable

- Experience at Director level within social housing or another regulated, asset-intensive or public-purpose organisation.

Finance, Investment and Treasury Expertise

Essential

- Demonstrable leadership of long-term business planning, scenario analysis and financial resilience.
- Substantial experience of treasury, funding, liquidity or long-term financial capacity, together with the capability to lead covenant management and lender relationships in Albyn's operating context.
- Experience leading investment appraisal and advising on major capital or strategic commitments.
- Strong command of statutory reporting, audit, financial governance, control and assurance.

Desirable

- Experience of housing development, asset investment, rent setting or funding within the Scottish social housing sector.

Leadership Capabilities

Essential

- Strategic and systems thinking, with the ability to connect financial choices to organisational purpose and outcomes.
- Independent judgement, political awareness and the credibility to influence, challenge and negotiate at Board and senior stakeholder level.
- Ability to make complex financial information clear, relevant and actionable.
- Strong commercial awareness balanced with public purpose, customer impact and long-term stewardship.
- Visible, inclusive and accountable leadership that builds capability, trust and high performance.
- Ability to lead through ambiguity, anticipate change and convert insight into strategic action.

Desirable

- Experience leading business transformation, digital finance improvement, partnership development or cross-organisational change.

Knowledge and Context

Essential

- Strong knowledge of accounting standards, corporate governance, risk management, treasury and financial control.
- Understanding of the responsibilities and assurance needs of Boards and Committees.
- Awareness of the external economic, regulatory and policy environment and its impact on organisational strategy.

Desirable

- Knowledge of Scottish social housing regulation, sector funding arrangements and the operating context of registered social landlords.

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