



Director of Finance and Resources

Job description | February 2026



Connect
housing



CAMPBELL
TICKELL

Role Profile:

Role: Director of Finance and Resources

Team: Leadership Team

Responsible To: Chief Executive

Direct Reports: Head of ICT, Head of Finance, Head of Business Intelligence, Change and Communications (BICC)

Indirect Reports: Information Services Team, Finance Team, BICC Teams, Business Assurance Service Manager (via matrix management)

Budgetary responsibility: Key budgets – ICT, loan portfolio including interest payable, audit, insurance, depreciation.

Key risk areas:

- **Key risks** – Treasury, loan covenant and cashflow management, value for money, pensions, ICT strategy / cyber, business planning, fraud, data protection, disaster recovery. Asset and Liabilities register.
- **Shared with others:** culture/behaviour, personal and colleague health and safety, strategic planning, leadership, stakeholder management, financial health and efficiency, reputation.

Role Purpose:

- As a key member of the Leadership Team, the Director of Finance & Resources provides strategic leadership across **finance, business planning, treasury, risk, ICT, business intelligence and change**.
- The role ensures Connect has robust systems, resources and insight to deliver its strategic ambitions, safeguard long term financial resilience, and maintain strong regulatory compliance.
- The post also contributes to organisational culture, continuous improvement and values-led leadership, working collaboratively across Connect to build an agile, learning-focused and high-performing environment.

Key Responsibilities:**1. Strategic & Financial Leadership**

- Lead financial strategy, long term planning and stress testing to support Connect's corporate strategy.
- Oversee treasury management, engaging external advisers as required, and maintaining strong lender, auditor, regulatory and professional relationships.
- Analyse and appraise new business proposals to ensure strategic alignment and financial viability.
- Ensure effective stewardship of capital and revenue budgets, liquidity and financial controls.

2. Governance, Risk & Compliance

- Lead the evolution and implementation of Connect's risk management, internal controls and business assurance frameworks.
- Support the Chief Executive and Chair in the governance of audit and risk, ensuring committees are well informed and able to discharge statutory responsibilities.
- Ensure compliance with regulatory standards, including timely and accurate regulatory submissions.
- Oversee data protection compliance and maintain a culture of good governance.

3. ICT, Data & Business Intelligence

- Lead the development of ICT strategies, systems and cyber-security to support efficient, modern service delivery.
- Foster a proactive, collaborative culture between ICT and operational teams to identify appropriate digital solutions.
- Drive Connect's data strategy, enabling high-quality insight, performance reporting and customer intelligence that inform strategic and operational decisions.

4. Change & Organisational Development

- Oversee systems and governance of the corporate change programme, ensuring effective prioritisation, delivery and benefits realisation.
- Promote value for money, continuous improvement and organisational efficiency.
- Support cultural development, embedding behaviours aligned with embracing change and the integration of the pursuit of value for money into the daily work of colleagues.

5. Corporate Leadership

- Contribute to long term strategic planning, shaping Connect's future direction.
- Promote high standards of performance, accountability, inclusion and customer focus.
- Ensure compliance with all organisational policies and legislation, including Health & Safety, EDI, Data Protection and Safeguarding.
- Lead with integrity and act as an ambassador for Connect with partners, stakeholders and communities.

While this job description sets out the core responsibilities of the role, it should not be regarded as a complete list. As a values driven organisation, we expect all colleagues to work flexibly and collaboratively, adapting to changing priorities to best support our customers, communities and organisational goals.

Person Specification

Qualifications

- Professionally qualified accountant (e.g., CIPFA, ICAEW, ACCA, CIMA).
- Evidence of ongoing professional and leadership development.

Experience

- Senior leadership in an organisation of similar scale/complexity.
- Strong financial, treasury and risk management expertise, including scenario testing.
- Demonstrable success managing substantial budgets and ensuring liquidity and good financial performance.
- Understanding of legal, regulatory and compliance frameworks applicable to housing associations.
- It is desirable to have experience leading teams involved in the delivery ICT, cyber security, business intelligence and/or change (direct or transferable).

Skills & Leadership Attributes

- Authentic, values driven leader able to inspire confidence and build high performing teams.
- Strategic thinker able to distil complex issues, maintain focus and communicate with clarity.
- Strong analytical skills, including interpreting data and producing concise, accurate reports.
- Excellent stakeholder management — credible, empathetic, influential and collaborative.
- Good digital awareness, with the ability to translate technological opportunities into organisational benefits.
- Understanding of good governance in ICT, cyber security, change and data.

Personal Qualities Aligned to Connect's Values

- Acts with integrity, lives Connect's values and champions equality, inclusion and diversity.
- Self-aware, approachable, positive and resilient.
- Energetic, ambitious about improvement, and committed to high performance and customer focus.
- Able to travel and work flexibly as required by a senior leadership role.

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