

Finance Business Partner

Provide financial insight, strengthening business performance, and leading the finance team to deliver effective services, robust controls and timely reporting across the Group.



Job Purpose

This person will support the Head of Finance to deliver outstanding finance services to internal and external stakeholders. They will help maximise and maintain the Group's financial viability by providing a strong business partnering service focused on value for money, robust budget setting, monitoring and forecasting across service areas and the Group as a whole. Acting as the first point of contact for managers across the business, they will support decision-making through financial insight, work proactively with teams to achieve their objectives, interpret financial information, highlight financial risks and ensure compliance with internal and external regulations. They will also manage and motivate the finance team to deliver excellent customer service, timely financial reporting and strong financial controls.

Leadership and Management skills and behaviours

As managers and leaders in this business, we all have a responsibility and contribution to make to ensure we drive our success through the foundations of our proposition, vision, values and mission - each are fundamental to delivering on our ambitions for the Group and ultimately our success. We have therefore set out a framework, driven by our values, to clarify what we need and expect from our leaders and managers.

At Honeycomb Group, we're connected by a set of collective values, keeping us all working in the same direction.

Be dead genuine

- Be authentic
- Don't take yourself too seriously
- Create a customer experience they'll never forget
- When in doubt smile

Never shut the door

- No hierachy
- Don't hear what you want - listen
- Be open & flexible
- Always think about others

Chase curiosity & ambition

- Commit to the challenge
- Fuel your passion
- Put heart into your work
- Create a no-fear culture



Be a leader in the field

- Don't manage inspire
- Take initiative, step up even if it's not your job
- Follow your gut
- No blame culture
- Be confident

Come together

- Seek value from others
- Be a team player
- Chip in when others need help
- Act in the best interest of everyone

Key responsibilities for area of specialism:

- Understand the business strategy and collaborate with colleagues to align financial goals with strategic objectives.
- Protect and preserve the Group's assets by ensuring accurate financial reporting, financial control and compliance with financial regulations, including tax, accounting and regulatory standards, rent and service charge legislation.
- Provide data led insights to influence business decisions, helping improve performance and efficiency, including the provision of monthly management accounts. Identify areas of concern and support the business to clarify the underlying issues to enable remedial action to be taken.
- Identify opportunities for process improvements and cost efficiencies across the Group.
- Lead on budgeting, planning and forecasting and support, tenders and appraisals across the group.
- Lead on the annual statutory accounts and external audit process for the entities, to ensure compliance with all statutory requirements including FRS102, Housing SORP, Charities SORP and the Regulator of Social Housing's standards, in line with specified deadlines.
- Successfully lead, develop and coach team members to ensure a highly engaged, high performing team providing excellent financial services across Honeycomb Group
- Implement recommendations for improvement from Internal Audit.

Honeycomb Business Partners are responsible for:

- Demonstrating credibility in their respective profession
- Partnering with key areas of the Business to horizon scan
- Maximising opportunities to improve business performance
- Demonstrating and instilling our values
- Delivering excellent performance and achievement
- Cross team advising
- Advise on actions and decisions that deliver impact in the Business
- Striving to achieve business excellence and continuous improvement
- Advising, challenging and influencing our Leadership Community

In addition to the above, our Business Partners will:

- Ensure that the Group complies with legislative, regulatory, constitutional and financial requirements and works to high professional and ethical standards in all areas of business excellence.
- Promote the Group and develop its relationships to ensure that the positive work of the Group is recognised locally, regionally and nationally.
- Maintain and develop effective external networks and partnerships with other registered providers, local authorities, funding institutions, regulators and other organisations that are crucial to the Group's work and business interests.

The right person for the role will be able to demonstrate:

- CCAB/CIMA qualified with a strong commitment to continuing professional development (CPD).
- Technical knowledge of UK GAAP (FRS 102), Housing SORP and Charity SORP.
- Experience of working in the social housing or charity sector.
- Experience in budgeting, financial accounting and management accounting.
- Proven business partnering with multi-disciplinary teams to drive value for money, efficiencies and change.
- Strong financial stewardship with sound knowledge of financial controls, compliance, regulations, accounting standards and policy requirements.
- Excellent IT skills, including advanced Excel, plus strong working knowledge of finance/feeder systems, relevant processes, dependencies and interfaces.
- Strong people leadership—able to lead, motivate and inspire teams in line with Honeycomb Group's values.
- A positive “can do” attitude with a commitment to providing excellent customer service and championing change.
- Ability to analyse complex information and communicate complex finance concepts and ideas to non-finance professionals including producing clear written reports and presentations for ELT/Board audiences.
- Adaptability and calm under pressure, able to prioritise effectively in a fast-paced environment.
- Confidence in communicating and constructively challenging and influencing at all levels across the Group.
- Innovation and collaboration in developing financial solutions to operational issues and ensuring implementation.
- Resilient, focused and tenacious. Taking ownership for service delivery and resolution of problems to meet deadlines
- Strong collaborative and teamworking skills.