

Strategic Lead - Treasury and Development

Lead business planning, treasury and development finance, ensuring strong funding, compliance and long-term financial sustainability.



Job Purpose

This person will provide expert financial support across business planning, treasury and development accounting for the Group. It will provide strategic leadership of the treasury function and development finance, ensuring optimal funding, strong investor and lender relationships, and full compliance with covenants and regulatory requirements, while aligning capital structure and liquidity with long-term business and development plans. Working collaboratively across the organisation, the postholder will help produce an Investment and Financial Plan that supports both social and business objectives and underpins the long-term financial sustainability of the organisation through robust financial forecasting.

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:

- Develop and maintain the Group's 30-Year Financial Plan to ensure long-term financial viability including risk analysis and stress testing, ensuring compliance with regulatory standards.
- Own day to day treasury management for the Group—including cashflow forecasting, credit control, loan portfolio operations, bank relationships, treasury and covenant compliance, and property securitisation.
- Ensure the Group operate within the treasury strategy and policy and report quarterly to Audit and Risk Committee.
- Ensure compliance with regulatory returns including Quarterly reporting and Financial Forecast Return (FFR).
- Finance lead on financial appraisals for new development schemes, acquisitions and regeneration projects.
- Build a high performing treasury team; strengthen controls/assurance; close out audit actions; champion continuous improvement and systems.
- Maximise income and reduce aged debt across the Group.

Honeycomb Strategic Leads are responsible for:

- Being subject matter experts in their professions
- 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 Senior Leadership Team

In addition to the above, our Strategic Leads 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 or treasury qualification with a strong commitment to continuing professional development (CPD).
- Experience of building effective stakeholder relationships with external parties such as Bankers, Funders/Investors.
- Experience of housing association treasury.
- Experience of using Brixx and ProVal.
- Experience of working in the social housing or charity sector.

- 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.
- Resilient, focused and tenacious. Taking ownership for service delivery and resolution of problems to meet deadlines
- Strong collaborative and teamworking skills.