



CASTLEFIELD RECRUITMENT



# Head of Finance Business Partnering

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Candidate Pack

June 2026

# All about Weaver Vale Housing Trust

## *Building stronger communities, together*

At Weaver Vale Housing Trust, we are proud to be more than a housing association, as a Community Benefit Society we are committed to creating lasting value for the people and places we serve.

For over two decades, we've worked hand-in-hand with our communities, growing to manage 6,800 homes across Cheshire and Warrington, alongside garages, shops, play areas, and green spaces. But our mission goes far beyond bricks and mortar, it's about people, fairness, and opportunity.

## **Our Vision**

*Working together to provide quality homes, places, and services, making a positive impact for people.*

This vision drives everything we do, from improving homes and services to supporting customers through life's challenges. It's a commitment to listen, adapt, and respond to what matters most.





# All about Weaver Vale Housing Trust

## Our ED&I Statement

We are an inclusive organisation, committed to ensuring that equality, equity, diversity and inclusion (ED&I) are a part of everything we do, and in every service we offer to our customers.

Our ED&I provides the principles and framework for us to progress this important area for our work. The Trust embraces diversity, because we believe it makes us stronger. As a social business, diversity and inclusion are at our [Equity Diversity and Inclusion Policy](#) core.

Our Values align with our ED&I ambition and demonstrate we CARE:

**C - Compassionate**

**A - Accountable**

**R - Respectful**

**E - Exceptional**

## Our Commitment to Excellence: Regulatory Gradings - C1, V1, G1

The Regulator of Social Housing independently assesses how well social landlords manage their homes, finances and services for customers. In 2024, we achieved the highest possible overall outcome, demonstrating our strong performance across all areas:

- C1 - Consumer Standard: This new grading, introduced in April 2024, shows that we meet all consumer standards. It reflects our commitment to keeping customers safe in their homes, treating everyone fairly and with respect, and giving customers a strong voice in shaping our services.
- V1 - Viability: The top grading for financial strength, confirming we are financially resilient and well-placed to deliver our plans and continue investing in homes and communities.
- G1 - Governance: The highest governance rating, demonstrating strong leadership, effective risk management and clear accountability.

Together, these gradings confirm our commitment to providing safe, well-managed homes, strong financial stewardship and high standards of governance for the communities we serve.

# Corporate Plan

We are investing significantly in our existing homes and neighbourhoods, while also committing to build or acquire 800 new homes over the next five years through a range of tenures such as, Rent to Buy, Social Rent and Shared Ownership. Alongside this, we continue to support regeneration, which widens access to affordable housing for local people.

Supporting customers remains at the heart of all that we do. In 2025/26, our Money Matters Team helped customers secure £4.69 million in additional income, offering practical guidance on benefits, budgeting, and rent support, because thriving communities begin with financial stability.

Our culture is central to delivering these outcomes. For 14 consecutive years, we've been recognised as one of the Best Companies to work for, including two years as the number one housing association. In our most recent colleague engagement survey 75% of colleagues said Weaver Vale is a great place to work, and that commitment to care is reflected in every interaction with our customers.

Looking ahead, we know there is more to achieve. We will continue to listen to customer voices, enhance our services, and strengthen our communities, because together, we can achieve so much more.



# Working for us

Join a team that's making a real difference in our communities. At Weaver Vale Housing Trust, we are proud to be more than a housing association, as a Community Benefit Society we are committed to creating lasting value for the people and places we serve.

For over two decades, we've worked hand-in-hand with our communities, growing to manage 6,800 homes across Cheshire and Warrington, alongside garages, shops, play areas, and green spaces. But our mission goes far beyond bricks and mortar, it's about people, fairness, and opportunity.

Joining us means becoming part of a friendly and flexible workplace where people are supported to do their best work. We offer a wide range of benefits and real development opportunities, helping you build a career that can grow with you. Above all, we're driven by a shared purpose to make a positive difference for others, and we value colleagues who care about what they do and the impact they have.

***If you're looking for a rewarding career where you can learn, develop and help change lives, we'd love you to join us!***

## Why work with us?

We are an ambitious and innovative team, delivering high-quality services across a wide range of housing and support areas, with strong performance reflected in our Tenant Satisfaction Measures - 88% Overall Satisfaction with services in 2025/26.

We are proud that we work together, listen, communicate, deliver great person centred services and work positively to try to resolve and learn from things that go wrong.



# Job Description

<b>Job Title:</b>	Head of Finance Business Partnering
<b>Employer:</b>	Weaver Vale Housing Trust
<b>Location:</b>	Gadbrook Point, Rudheath Way, Northwich, Cheshire
<b>Contract:</b>	Permanent
<b>Annual Salary:</b>	£68,300
<b>Hours of Work:</b>	37
<b>Department/Team</b>	Finance and Business Services
<b>Reporting to:</b>	Director of Finance

*NB. The information outlined below is the purpose of the post, i.e., why it exists, and the key accountabilities of the post holder and the outcomes required of the post. This is not a list of tasks or duties, as post holders are required to perform any reasonable task within their competence to deliver the stated outcomes*

## Job Purpose

To provide direction, development and management of the Finance Business Partner team (both revenue and capital expenditure and to lead in the provision of support to budget holders and stakeholders.

This includes leading and co-ordinating the preparation and overall review of budgets and input into the Business Plan, overseeing the production of monthly budget holder information and Financial Performance report, including the reforecasts and maximising the capability and capacity of Business Partnering team.

To lead on automation of reports, systems and efficiencies within the Finance Service, leading the team through a period of material change.

# Key Responsibilities

## Business Partnering

- Leading the finance business partner team including budgeting and forecasting, budget monitoring, month-end, year-end, costing support, finance information to support business decisions.
- Monitoring financial performance to support ongoing compliance with budgets, financial regulations, covenants and golden rules.
- Co-ordination of the revenue and capital quarterly forecasting.
- Plan the management accounts closedown process and forecasting processes and ensuring outputs are delivered and deadlines are adhered to.
- Provide accounting and budgeting expertise, sharing knowledge and support with the wider team.
- Develop processes and procedures for the Business Partnering team and to ensure that these are adhered to.
- Manage relationships with other departments to ensure the flow of information between departments is accurate and timely.
- Review and implement any internal and external audit recommendations that are relevant to the Business Partnering team in a timely way.
- Co-ordinate and provide quality assurance of relevant regulatory returns for the Finance team, including cross checks and triangulation with all Trust-wide data and returns.
- Ensure a compliant rents and service charges accounting function including submission of the Statistical Data Return.

## Business Planning

- Revenue and capital forecasting and reporting for the Trusts 30-year Business Plan

## Financial Year-End

- Lead the production of the Financial Statements and coordinate the external audit process and timetable/deliverables.
- Completion of the Trust's Financial Viability Assessment for submission to the Regulator of Social Housing.

# Key Responsibilities

## Innovation and Automation

- Maximise the capability and capacity of the finance systems and providing training to stakeholders in respect of planning and budget monitoring.
- Lead systems improvements and upgrades (all financial systems).
- Lead on automation of reporting and systems improvements, with a real focus to deliver reporting directly from corporate systems, including both finance and non-finance information.

## Other Accountabilities

- Management and leadership of the Trusts Business Partnering team including design and reporting of monthly performance metrics to the Director of Finance and Executive/Senior Leadership teams.
- Contribute towards Senior Leadership Team, Board and Committee reports and presentations.
- Liaise with a wide range of stakeholders including the Regulator of Social Housing, Internal Auditors, External Auditors, HMRC and other external organisations as required.
- Development of Financial Regulations and other finance policies and procedures, as directed by the Director of Finance.
- Oversee the management of insurance and payroll processing.
- Team management and leadership.
- Support the Director of Finance in delivering corporate strategies, KPIs and SAMs, working as a part of the Leadership Team to deliver our corporate vision, values and organisational culture
- Any other finance work as and when requested by the Director of Finance.

# Personal Specification

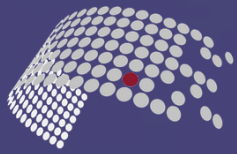
	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>• CCAB qualification or equivalent and evidence of continued professional development</li> </ul>	
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Substantial accountancy experience within a similar highly regulated environment.</li> <li>• Demonstrated experience of leading a business partnering team and culture.</li> <li>• Demonstrated experience of leading a team through change.</li> <li>• Experience of leading and motivating teams.</li> <li>• Experience of using technology to improve systems and processes</li> </ul>	<ul style="list-style-type: none"> <li>• Experience within the housing sector</li> <li>• Experience of long-term business planning.</li> </ul>
<b>Knowledge</b>	<ul style="list-style-type: none"> <li>• Understanding of financial IT systems – e.g. Open Accounts</li> <li>• Thorough knowledge of financial accounting and financial control.</li> </ul>	<ul style="list-style-type: none"> <li>• Extensive knowledge of financial management and reporting in the housing sector, including of Regulatory frameworks that the Trust works within.</li> </ul>
<b>Competencies</b>	<ul style="list-style-type: none"> <li>• Ability to lead, motivate and manage teams effectively.</li> <li>• Strong communication skills including the ability to communicate complex information to a range of stakeholders, both written and verbally</li> <li>• Ability to contribute to the development of strategy and business plans.</li> <li>• Excellent presentation skills.</li> <li>• Innovative and able to review and refine current processes to support the delivery of an efficient finance service to internal and external stakeholders.</li> <li>• Support the delivery of change throughout the Trust and support the team to embrace changes to working practices.</li> <li>• Strong skills in IT systems demonstrating experience of automation and creating efficiencies.</li> </ul>	
<b>Attributes</b>	<ul style="list-style-type: none"> <li>• Proactive, organised and motivated.</li> <li>• Able to work effectively with a range of stakeholders.</li> <li>• Forward thinking with a positive approach to change.</li> <li>• Excellent attention to detail.</li> </ul>	

# Benefits

We're proud to offer a wide range of colleague benefits designed to support wellbeing, everyday life and long-term financial security. From health and wellbeing support to savings and practical rewards, our benefits reflect our commitment to valuing and supporting our people, at work and at home. In terms of package, the offer is:

- £68,300 per annum
- 12% Employer Pension Contribution to DC scheme (E'ee contribution minimum 2%)
- Annual leave allowance 29 days, plus day off on birthday and Christmas Eve
- Notice period 2 months
- Medicash cash plan for you and your children\*
- Telus - Free Employee Assistance Scheme for you and your family
- C.A.R.E. Hub - discount and rewards platform
- Access to our Money Matters advice team
- Access to corporate Costco discounted membership
- Mental health first aiders
- Discounted Brio Leisure membership
- Generous pension scheme
- Increasing annual leave with each year of service
- One day off per year to volunteer at a good cause of your choice
- Your birthday and Christmas Eve off
- Extras such as, mobile discounts, flu vaccinations and home-working support





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## Get in Touch

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