

Job Title	Head of Finance
Grade	SMRc
Location	Newham

Accountable to	<p>The post holder will report to the Deputy Director of Finance and Transformation</p> <p>Other key relationships for the post holder will be:</p> <ul style="list-style-type: none"> • Section 151 Officer • Corporate Management Team • Corporate Director of relevant department, acting as a full member of their management team • Cabinet portfolio holder • Cabinet finance portfolio holder • Mayor
Responsibility for	<p>Strategic Oversight of departmental budgets facilitating production and delivery of Medium Term Financial Strategy proposals and revenue monitoring.</p> <p>Provision of expert financial and accounting advice, guiding long-term business strategy of a department. Oversight over CMT level budgets which range from £70 - £570m</p> <p>Will have overall day to day responsibility for managing and leading departmental staff up to 50 FTE. This will include a mixture of directly managed and project (matrix managed staff) at any point in time. Direct responsibility of up to 11 FTE.</p>
Job Purpose:	<ul style="list-style-type: none"> • As a senior finance manager the postholder is expected to be a professional lead within their respective area of finance, provide expertise and high quality financial services to senior stakeholders, proactively contribute to the achievement of the finance service's vision, and contribute towards an innovative, high performance and continuous improvement culture. • The postholder will lead by example, striving to help build a sustainable, highly effective service that delivers exceptional value for its residents through leadership on financial stewardship, insight and innovation. • As a member of the departmental management team, the postholder will work with members and senior officers to develop the vision, objectives and values for Newham Council and to be responsible for the delivery of that vision through sound financial management in the Council, particularly through delivery of the corporate plan and financial strategy. • The post holder's primary activity is to deliver strategic and operational financial services and strategic business advice to the Council by leading and managing a group of finance professional staff. • The role helps discharge section 151 responsibilities and as such the post holder will support the Corporate Director of Resources (section 151 Officer) and Deputy Director of Finance and Transformation in managing an integrated finance function across the Council and will at times deputise for the Director on certain projects, at meetings, or when the Director or Deputy Director are otherwise unable to attend to their duties. • Within their respective area of finance, the post holder will lead on all financial advisory on behalf of the Corporate Director of Resources advising stakeholders as appropriate on relevant financial policy, risks, controls and

	<p>other technical matters and advising the s151 officer on the development of those policies.</p> <ul style="list-style-type: none"> • The postholder will provide outstanding leadership and direction to the service, driving service transformation and ensuring excellent joint working with Members, senior officers and other stakeholders across the Council. • The postholder must support the council's leadership at all levels and develop a strategic and workable response to the financial challenges the council faces. The post holder will need both technical and managerial skills to operate successfully in this role as well as a very strong customer focus. The post holder will have a body of relevant theoretical and practical knowledge with a CCAB or CIMA qualification and significant post qualification experience.
<p>Specific Responsibilities</p>	<p>Strategic Advisory</p> <ul style="list-style-type: none"> • Support development of a strategic vision for the service to enable the council to meet its future challenges, fostering a culture of innovation and continuous improvement. • Lead in the development and implementation of the Council's financial strategy, fundamentally ensuring sustainability over the medium term • Work closely with all senior stakeholders to ensure best use of limited financial resources, providing the strategic financial advice, insight, intelligence and support needed • Continually review, update and report on financial risks and opportunities, advising how the risks can be mitigated and the opportunities exploited • Contribute to the development, implementation and monitoring of the finance business plan • Proactively identify trends and changes in the operating environment (e.g. legislation, technology, policy, etc.) that could financially impact service delivery; provide advice and collaborate on potential solutions • Help shape the direction of the council to ensure delivery of its priorities and value to residents • Be the lead financial advisor to a Corporate Director, guiding long-term business strategy for a department <p>Financial Management</p> <ul style="list-style-type: none"> • Draw on an in-depth knowledge of Council services and the related financial complexities, to ensure the provision of systems and procedures that enable effective budgetary control and value for money • Ensure that variations and emerging financial pressures are drawn to the attention of budget managers, with options and plans for their resolution • Advise the Chief Financial Officer in their S151 role (and act as their advocate) on funding, financial management and accounting requirements • Promote a culture which empowers budget holders and supports the delivery of value for money services and knowledge of key cost drivers • Drive and/or support the development of outcome-based commissioning models to better ensure strong price competition and transfer of risks through contracts with third parties • Effectively manage performance indicators and relationships within service contracts towards continued service improvement, value for money and social value • Prepare and present informative, high quality reports to members and other senior stakeholders that aid in informed service and corporate decision making • Advise on investment and funding strategies including investment risk and performance • Take a lead on the financial management of the council's capital programme, ensuring that all proposals are evaluated robustly, projects are effectively monitored and that all the necessary financial information is made available to relevant stakeholders <p>Financial Planning and Budgeting</p>

- Leading on the production of the medium-term financial plan, undertaking all necessary resourcing forecasts and determining required savings to achieve a balanced budget over the period
- Establish longer-term council-wide financial position and develop financial strategies with senior stakeholders
- Develop appropriate financial models and analytics to determine financial impact of future service demands, changes in legislation and other factors affecting resource requirements
- Provide leadership and guidance on the financial implications of policy framework changes, identify options to mitigate their effect
- Instigate, develop and support the attainment of alternative sources of funding that contribute towards identified funding gaps

Financial Reporting

- To lead and be responsible for the annual coordinating and closure of the Council's and Pension Fund's Accounts in consultation with the departmental management team
- To coordinate and ensure quality assurance over other corporate reports including statutory returns
- To lead and be responsible for the interpretation of the accounting standards, incorporating professional codes of practice, IFRS, the accounts and audit regulations, the accounting code of practice, the best value code and any other relevant regulations
- To manage and determine technical treatment of complex accounting rules including determination of capital financing strategy
- Act as principal adviser for accounting for tax liabilities
- Take responsibility for the development and maintenance of the financial systems supporting the chart of accounts and the integrity of the general ledger
- Develop appropriate financial models and analytics to determine and communicate the impact of changes to technical accounting requirements

Customer Focus

- Act as a key financial advisor and service delivery partner, providing strategic support and constructive challenge through superior negotiation and influencing skills
- To act as a 'bridge' between financial reporting requirements for statutory purposes and financial reporting for decision making (management accounting)
- Within their respective area of finance, take ownership of the delivery of a high performing, customer focused finance service that is proactive and creative, looking for ways to shape and influence service decisions and taking joint responsibility for the outcomes achieved
- Actively engage, communicate and influence within the council, across partners and with the wider local and central government community to champion a unified public service approach
- Foster the development of social value and community-based organisations to reduce demand and help communities more independently support themselves
- Ensure members of the team, directors and budget holders receive the financial management training required to be effective in their roles, including awareness of Financial Regulations and financial approval requirements prior to taking decisions

Compliance

- Ensure policies, procedures and controls are compliant with all relevant legislation, codes, regulations, guidelines, standards and best practice.
- Together with the departmental management team take ownership of the Council's financial control environment including the proactive assessment, monitoring and implementation of effective financial controls

- Take ownership of the final accounts process including responsibility for the implementation and resolution of audit findings and recommendations
- Ensure there is effective integration between internal and external audit activities
- Manage and co-ordinate the overall control of the Councils funding position across capital and all revenue funds, ensuring spend is approved through due process including the use of capital funding, corporate reserves and balances
- Together with the departmental management team take ownership of the Council's financial risk management process, leading on financial reporting risks and coordinating other financial risk management activities
- Interpret and implement legislative and regulatory requirements relating to the CIPFA codes of practice, Treasury Guidance, and relevant financial legislation

Leadership and Management

- Provide leadership that encourages staff to recognise their contribution to the strategic objectives the council has set
- Foster a high-performance culture including carrying out internal service reviews to improve value for money and efficiency
- Lead and effectively motivate staff through conflict resolution, coaching, mentoring and appropriate performance management
- Enable the training and professional development of their teams
- Build a credible and responsive team who are respected for their depth of knowledge, expertise and customer focus
- Deputise for the Deputy Director of Finance as required
- Manage the delivery of cross cutting projects through matrix management
- Enable and encourage a flexible working environment
- Actively promote seamless integrated working across all aspects of finance
- Act as a sponsor for programmes and projects within the department ensuring that they are initiated and governed in an effective manner in order to achieve their intended benefits and goals

Change and Improvement:

- Lead, develop and ensure implementation and review of change management programmes to deliver continual improvement
- Proactively seek and identify commercial opportunities that generate income and provide innovative solutions to service delivery challenges
- Proactively seek and take responsibility for implementing internal process improvements, demonstrating the business case for change and benefits achieved
- Instigate, develop and support opportunities for council-wide transformation and alternative service delivery models
- Contribute to the creation of a new digital culture within the service by embracing technology in every-day activities and actively seeking digital improvement opportunities in support of a service-wide digital strategy

Example outcomes or objectives that this role will deliver:

- 1) Sound financial management across the council evidenced through balanced budgets and financial sustainability over the medium to long term
- 2) Senior stakeholder reports and decision-making that reflect an understanding of key financial implications both current and future and delivery of financial objectives
- 3) An effective system of financial controls across the organisation
- 4) A robust, clearly defined and well monitored capital programme with financial risks effectively managed

	<p>5) The timely delivery of technical and statutory reports that accurately reflect the Council’s financial position, financing requirements and the financial implications of service delivery in compliance with relevant standards and regulations</p> <p>6) A high performing, motivated and supported finance team who understand the contribution their role makes to the delivery of the Council and service business plans</p> <p>7) The transformation of finance services through the delivery of continuous improvement projects and programmes within the service and across the Council</p> <p>8) Significant contribution to the development of commercial opportunities, income generation or alternative sources of funding</p> <p>9) Delivery of a resourced and prioritised Business Plan for the postholder’s team showing how both business-as-usual and specific projects, programmes and transformations will be delivered for the Council along with the identification of any associated risks and contingency plans</p> <p>10) The development of professional standards and performance measures for the service</p>
<p>General</p>	<ul style="list-style-type: none"> • A commitment to and champion for equality and diversity in all aspects of employment and service provision. All employees are expected to understand and promote this approach in their work. • Adherence to Health and Safety requirements and proper risk management is required from all employees in so far as is relevant to their role. All employees are expected to understand and promote good health and safety practices and manage risks appropriately • Deal with any Safeguarding issues that might arise, in line with the Council’s policies and procedures. • Comply with Health and Safety Regulations associated with your employment. • Be aware of the council’s responsibilities under the Data Protection Act 1984 for the security, accuracy and relevance of all personal data held on such systems and ensure that all processes comply with this. • To treat all information acquired through your employment, both formally and informally, in strict confidence.
<p>Critical Success Factors</p>	<ul style="list-style-type: none"> • Provision of and delivery of quality services – ensuring a high level of service that is reflective of all customer needs and value for money • Anticipates different customer needs – delivering a customer focused shared service which is a cultural ‘fit’, is flexible and proactive in approach • Delivers a resilient business, which continuously improves and innovates with healthy revenue streams • Operates an ethos of and champions a unified public service approach and actively engages stakeholders both within and outside the council • Delivers capacity and capability to operate business as usual with the capacity and capability to innovate and project manage to support this • Delivers a flexible and scalable platform to innovate, enhance market knowledge and continuously improve • Invests in people and skills to deliver a sustainable business

Person Specification

The criteria listed in this Person Specification are all essential to the job. Where the Method of Assessment is stated to be the Application Form, your application needs to demonstrate clearly and concisely how you meet each of the criteria, even if other methods of assessment are also shown. If you do not address these criteria fully, or if we do not consider that you meet them, you will not be shortlisted. Please give specific examples wherever possible.

	Criteria	Method of assessment
Professional qualifications/memberships	<ul style="list-style-type: none"> • Full member of CCAB (preferably CIPFA) or CIMA with significant post qualification experience – Essential • Evidence of significant relevant Continuing Professional Development (CPD) 	
Able to demonstrate and evidence a highly developed Competence in:	<ul style="list-style-type: none"> • Strategic and Critical Thinking • Financial Management, Reporting and Analysis • Risk Management and Financial Controls • Delivering Excellent Customer Service • Communicating and Influencing • Political Awareness • Motivating Others • Driving Performance • Developing Talent • Managing Personal and Organisational Change • Project Management and Implementation • Driving innovation, creativity and continuous improvement • Working Together • Delivering at Pace 	
Able to demonstrate and evidence Knowledge and experience in	<ul style="list-style-type: none"> • Strategic management experience, including translating organisational drivers into strategic objectives, longer term plans, new ways of working and specific outcomes, for a service in a large public sector organisation (preferably local government) • Significant relevant experience managing technical and financial accounting issues in relation to public sector funding arrangements • Knowledge of the major issues facing local government, understanding of the national policy context, requirements and future direction for relevant service areas • Proven ability to drive through and deliver effective performance management within own organisation • Experience in persuading a wide range of stakeholders to work together, encouraging an organisational focus on the needs of the community • Excellent interpersonal and communication and presentation skills, with proven ability to communicate effectively to a wide range of audiences both horizontally and vertically, financial 	

	<p>and non-financial, throughout the organisation</p> <ul style="list-style-type: none"> • Evidence of successful resources management in a multi-disciplinary environment, as well as a successful track record in managing large budgets, business planning, quality and performance management including formulating budgets and financial models, resolution of conflicting priorities, applying rigorous planning challenge and appropriate control procedures • Significant experience of leading or delivering a financial strategy service at management level and/or in advising at Committee/Cabinet/Board level • Managing and successfully delivering a number of projects simultaneously, a knowledge of project management and of implementing and operating major changes to service provision; • Experience advising on and preparing business cases for investment decisions including the ability to apply options appraisals and evaluation techniques • Experience of working effectively in an area with competing demands and tight time-scales. • Practical experience of the final accounts process • Able to lead, inspire and motivate a range of employees and generate a positive working environment • Ability to think critically, apply innovative and creative thinking to address complex service challenges • Well-developed IT skills (MS Office suite, financial systems, data visualisation tools (e.g., Power BI, Tableau)) • Demonstrate the ability to communicate, both written and oral, complex financial issues to members, non-financial managers, senior officers and external organisations • Ability to clearly communicate with and influence Members, executive directors, other staff members and external stakeholders • Ability to work effectively in a political environment and establish positive relationships with councillors, senior managers, staff, external partners and interest groups in a way that establishes confidence, credibility and trust 	
<p>Behaviours and personal qualities</p>	<ul style="list-style-type: none"> • Resilience, not easily deterred in the face of challenges • Ability to develop effective relationships with internal and external partners at senior levels, to secure results 	

	<ul style="list-style-type: none"> • Strong interpersonal skills and able to challenge, support, influence and engage senior management and peers. • Identifies opportunities for co-operation and interdependency across groups and delivery units • Committed to corporate and collegiate working across the service • Delivers service objectives with professional excellence, expertise and efficiency, taking account of diverse customer needs • Analyses information objectively, considering the facts and differing perspectives to reach a sound, logical conclusion • Ability to analyse data, identify current and future trends to produce meaningful reports • Ability to interpret reports in order to produce findings and recommendations for actions/areas of improvement • Takes responsibility for delivering timely and quality results with focus and drive • Strong influencing and negotiation tools and techniques to achieve positive contractual outcomes for the Council • Identifies good practice and solutions, and integrates them into service provision • Is aware and challenges, if necessary, organisational cultures that may lead to poor practice • Uses intuition as well as complex analysis to create a new concept or approach • Demonstrates sensitivity in understanding the impact of change on others • Demonstrates integrity and consistency in decision making • Upholds a high standard of fairness and ethics in words and actions • Encourage different views and perspectives • Leads by example and models desired organisational behaviours 	
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