



ROLE **PROFILE**

JOB TITLE: Financial Planning and Analysis (FP&A) Business Partner

REPORTING TO: Financial Planning and Analysis Lead

TEAM: Finance

JOB OVERVIEW:

The FP&A Business Partner is a crucial role for driving financial planning, analysis, and reporting activities within ForHousing. Working closely with various departments and stakeholders, you will provide insightful analysis and financial planning support to aid decision-making and optimise financial performance.

This role requires a deep understanding of financial principles, excellent communication skills, and the ability to collaborate across departments.

ABOUT FORHOUSING AND THIS ROLE



Respect



Trust



Openness



Passion

With tenants at the core of everything we do our values shine through and drive our behaviour.

ABOUT FORHOUSING

Everything we do aims to positively impact the lives of our social housing tenants and deliver on what matters to them and their communities.

By listening to tenants and keeping them at the heart of all we do, we provide safe, well maintained, sustainable homes and deliver customer focused, equitable and efficient services. And we always want to do better.

Through our tenant focused, inclusive and agile culture, ForHousing is a place where everyone can thrive and be themselves.





ABOUT THE ROLE

You'll work to positively impact tenants and their communities by:

- Assisting in the preparation of our 30-year Financial Plan and the annual business planning cycle.
- Assisting in the preparation and execution of scenario modelling, appraisals, and stress tests.
- Assisting in evaluating the financial impact of strategic initiatives, investment opportunities, and operational changes.
- Ensuring compliance with regulatory requirements and internal Financial Planning and Analysis Strategies and Policies.
- Assisting in the preparation of Regulatory Returns, particularly the FFR, ensuring a full audit trail is maintained.
- Developing a strong understanding of our financial performance and the key underlying drivers and Key Performance Indicators (KPIs).
- Providing accurate and timely financial analysis, including variance analysis, trend analysis and benchmarking analysis to support decision-making.
- Participating in cross-departmental projects and initiatives aimed at improving financial performance, reducing costs, or enhancing operational efficiency.

WHAT WE ALL NEED TO DO

- Things can change so we may ask you to carry out other duties to make sure we continue to meet organisation and people needs. We'll consult you first and always make sure any different duties are in line with your post and salary.
- Our strategic Outcomes are the things we aim to deliver together through our strategies. You will play an important part in what we will achieve. We encourage you to find new or improved ways of working to help make good things happen every day.
- You'll help make sure we continue to maintain and even exceed expectations, performance, and compliance standards. At the same time, you'll seek best value for money in every part of the job .
- If you access commercially sensitive or personal information that may be covered by the Data Protection Act, you must maintain confidentiality in line with our policies and procedures. Let your manager know if you aren't clear about anything.
- We thrive in an inclusive environment, where everyone is valued. You'll need to familiarise yourself with our equity, diversity, and inclusion policies, to help make sure we deliver a person focused service.
- Compliance on all aspects of health, safety and welfare for all staff and customers is paramount to how we work together.



MAKE A DIFFERENCE

- You'll need to carry out any personal development activities which will support you in your job and help you continually innovate and reach your full potential.
- From time to time, you may need to undertake other tasks commensurate with your role.

Person Specification:

Assessment Key: AF = Application Form I = Interview T = Test/Assessment QC = Qualification Certificate

AREA	REQUIREMENT (All criteria are essential unless defined as desirable)	ASSESSED BY:
Qualifications and Training	<ul style="list-style-type: none"> • High Standard of General Education • Part Qualified Accountant (CIMA / ACCA / ACA) • Record of Continuous Professional Development in Finance 	QC AF/I AF/I
Experience, knowledge, skills and qualities	<ul style="list-style-type: none"> • A proven track record in the use of financial analysis to review and improve performance • Experience in the use of financial modelling tools • Experience in Business Planning • Expert using Excel spreadsheets to manipulate and analyse financial data • Experience in using Brixx as a Business Planning Tool (desirable) • A good and thorough understanding of HA Finance 	AF/I AF/I AF/I AF/I AF/I
Skills and abilities	<ul style="list-style-type: none"> • Positive advocate for finance team within the team and across the organisation • Key positive influencer at finance leadership team meetings – driving the team's improvement agenda • Ability to manage multiple priorities such as multiple projects whilst still delivering results • Effective communication skill • Excellent attention to detail • Able to encourage collaboration with others and be a valuable team player • Able to work to deadlines and manage self through peaks and troughs • Ability to explain financial issues in an accessible way to non-finance people • Ability to build and sustain effective working relationships with all stakeholders • Process improvement resulting in efficiencies in day to day operations 	AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I AF/I
Personal qualities	<ul style="list-style-type: none"> • A strong commitment to high quality customer service, both internal and external • Self-motivated and possess a high standard of work and willingness to develop • Ability to use initiative and take ownership for issues that may arise and be proactive 	AF/I AF/I AF/I

MAKE A DIFFERENCE



	<ul style="list-style-type: none">Adapts positively to change and adopts a flexible approach to the role	AF/I
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