

Financial Planning Manager

Our vision is to create communities where everyone has a safe home in a place where they're proud to live. We're big and we're local. Residents are at the heart of all we do, and we use our size to influence positive change in the areas where we operate.

It's also about living our values which are at the **HEART** of what we do. All colleagues are expected to demonstrate a commitment to our values through their behaviours, actions and words on a daily basis. As a valued member of the Southern Housing Team, you'll embrace our Values to inspire others as well as yourself to be

- **H**onest
- **E**fficient
- **A**ccountable
- **R**espectful
- **T**rusted

You'll demonstrate our HEART values in your behaviours. You'll:

- Be authentic, open and transparent in your actions and words
- Believe that by working together we accomplish more, and work hard every day to improve services, efficiency and value for money.
- Take responsibility for delivering excellence and own your own actions.
- Embrace difference, and put our residents, colleagues and our partners at the heart of all you do.
- Do what you say you will and be relied upon to keep your promises.

And, of course, show commitment to our approach to Equality Diversity & Inclusion, Health & Safety, Compliance and Code of Conduct policies and practices within Southern Housing.

The role

Reporting to the Head of Financial Planning, you will manage the scoping, construction, maintenance and monitoring of Group long-term financial plan and medium-term cash flow and liquidity forecasts including assumptions and parameters. To quantify Group financial risk-taking capacity in a range of circumstances with reference to key financial metrics including internal golden rules, lender covenants and rating agency metrics. To demonstrate the Group's continuing financial viability through economic and business cycles with robust stress-testing and financial risk mitigation standby plans.

The location

You'll be based at one of our main offices in Farringdon, Croydon, or Sittingbourne, with the option for working in a hybrid way when appropriate and as agreed with your manager. You would be expected to attend your main office 2 days or more per week and travel occasionally to other offices for stakeholder meetings in person.

What you'll be doing:

- Contribute to an engaged and high performing Financial Planning team; prioritise tasks to meet key milestones; apply judgement showcasing the highest professional standards, culture of continuous improvement and exemplary values.
- Prepare Group-wide Long-Term Financial Plan (LTFP) annually, with updates quarterly, including planning assumptions, stress-testing scenario analyses, financial risk triggers and mitigation plans; undertake interim reviews and update the plan if needed to cover changes in business or economic conditions.
- Prepare robust Financial Forecast Return (FFR) for Regulator of Social Housing submission and to share with ratings agencies and lenders. Audit the draft submission in Brixx before submitting to senior colleagues for review.
- Prepare Quarterly Financial & Risk Survey (QS) for Regulator of Social Housing submission, in particular cash flow forecasts. Audit the draft submission template before submitting to senior colleagues for review.
- Prepare monthly updates to medium-term cash flow and liquidity forecasts covering both operational and investment cash flows including variance analysis to budget and previous forecasts; monitor performance and headroom against key financial indicators.
- Undertake comprehensive annual (or more frequently if required) review of key assumptions and parameters incorporated into our long-term financial plan as well as our investment and disposal transaction financial appraisals.
- Model Group financial performance, applying the methodology frameworks and key metrics scrutinised by Regulator, credit ratings agencies, investment analysts and lenders, including loan financial covenants. Interpret the results and share insights and recommendations to increase our financial resilience in line with risk appetite and ratings.
- Work collaboratively with Treasury, Finance, Development and other teams to understand cash flow forecasting variances, continuously improve forecasting accuracy and make recommendations for efficient and effective use of Group's strategic financial headroom.
- Prepare robust external credit ratings review information, data and analyses, and other information as required by ratings agencies from time to time.
- Draft reports, papers and analyses for senior review and sign-off ahead of submission to Board and its sub-committees, senior management, credit ratings agencies, lenders and Regulator of Social Housing.
- Maintain robust Financial Planning operating procedures and auditable records of information and data sources used to prepare submissions to the Regulator and others, together with key assumptions notes and commentary.

Relationships

- Finance and other departments, who provide budget and cost projections to feed into long term financial planning, as well as monitoring and refining medium-term cash flow forecasts.
- Development & Sales, Strategic Asset Management and other teams whose capital expenditure plans Financial Planning models.
- Treasury Strategy & Operations team with whom Financial Planning collaborate to produce accurate cash flow projections and long-term plans to support decision-making on bonds, loans, derivatives and cash portfolio.
- Data & Business Intelligence team, who maintain property charging information as well as some Financial Planning models and tools.

What you'll need:

Experience

- Knowledge of financial reporting, financial benchmarking, interpretation and analysis of financial statements and metrics.
- Understanding of key long term financial planning approaches and principles.

Desirable

- Experience of social housing lenders' key financial metrics and ratings agencies' credit assessment methodologies
- Prior training to use financial planning software (Brixx) is desirable but can be provided and excellent Excel modelling skills and model discipline.

Skills

- Able to take ownership for delivering work independently, although under senior guidance and apply judgement to escalate risks and issues where appropriate.
- Adapt with changing priorities to suit business need, using strong organisational skills to prioritise tasks and manage team delivery across a varied workload.
- Diligent professional with an eye for detail and appreciation of the bigger picture.
- Source, organise, analyse and assess complex numerical and financial information, and explain how the numbers match the words and strategy.

Qualifications

- Educated to degree level (or equivalent)
- Professional qualification in accounting, treasury, banking or equivalent (such as ACA, ACCA, CIMA, CF, ACT, ACIB), or commitment to work towards one.