

CAMPBELL
TICKELL



Finance Director

Recruitment Pack

March 2024

Your application

Thank you very much for your interest in this Finance Director post at Cromwood Housing Group. On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application.

You will no doubt do your own due diligence but do read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with me, so that we can talk through your offer and get a sense of how that aligns to what Cromwood Housing is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 15 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/ organisation, and you will also want to evidence how relevant your offer is to the role specification; again ideally in two to three pages; and
- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates.

Please submit your completed application documents using the online form, which is accessible via our jobs page: www.campbelltickell.com/jobs. You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

Do call me if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards

Kelly Shaw

Senior Associate Consultant
07900 363 803

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Welcome to Cromwood Housing Group

Dear applicant

I am immensely pleased that you have taken the time to review this recruitment pack and considering this great opportunity to be our new permanent Finance Director.

Since being established, Cromwood has rapidly grown enabling us to support local authorities to meet their variable housing demands and helping to provide a housing solution which assists the overall challenges that face the UK social housing sector.

We continue with our ongoing work to house rough sleepers in Greater Manchester and London, have built a strategic partnership with the Greater London Authority (GLA) and our award of 'Investment Partner' status has enabled us to deliver housing to end rough sleeping in the streets of London.

The registered provider arm of our business was awarded the highest amount of funding to provide long term, move-on, housing for those sleeping rough in London and with over 2,000 units already under our management we are constantly exploring ideas to increase our stock of properties.

We believe we can increase our property ownership through the execution of joint ventures with central government bodies, social banks and fund managers who have an appetite and an agenda, based on social and environmental impact, to increase the provision of social housing in London and Manchester.

However, for us to move forward with all of our ambitions we are seeking a Finance Director who will contribute at a strategic level to support the board with their ambitions, but also someone who will work collaboratively with the leadership team and take the lead on financial modelling, stress testing, be comfortable to work closely with the regulator and line manage the finance team.

If you feel you have the appropriate skills and experience to offer in this role and want to be part of our continued growth and expansion that enables us to be a part of delivering that much needed housing service in the UK, then I look forward to receiving your application.

Kind regards

Moses Hirschler

Moses Hirschler
Chief Executive Officer

About Cromwood Housing Group

Cromwood was set up by two entrepreneurs in 2002 who wanted to be a catalyst to changing the social housing crisis in London.

Since then, we have been providing local authorities with properties to meet their varying housing demands, and provided landlords with a hassle-free solution to renting their property.

We are a mission-led business. This means we seek to make a profit by creating social impact using our business models.

As a registered provider of social housing, we are working with central and local government to house people who are vulnerable due to homelessness.

Our Vision

“Being able to provide a place someone can call Home; where they can Rest, received Support and plan for their Future”.

Deliver sustainable social impact through the creation of innovative housing solutions that are ethically bound and financially sound, ultimately saving the public money.

Our Values

“Serve the needs of the community through housing”.

“Procure high-quality properties that are ready-to-let”.

“Save public money through our service delivery”.

Our Mission

To provide vital housing services to save the lives of people who are homeless, sleeping rough, seeking asylum and fleeing domestic abuse.

Deliver social impact through the creation of innovative housing solutions, backed by investors and partners who care.

Our purpose

Our purpose is to remain one of the leading providers of social housing to the local authorities in London and Greater Manchester. “Provide immediate housing for the most vulnerable, today”.

Our social impact ambitions are:

- Reduce homelessness
- Eradicate rough sleeping
- Support the vulnerable
- Promote wellbeing

We create impact through:

- Housing projects
- Tackling rough sleeping
- Providing support
- Enabling independence

Further organisational details can be viewed [here](#)

Read some of our Impact Stories and Reports [here](#)

The Business Plan can be viewed [here](#)

Partners

Investment:

SUPPORTED BY
MAYOR OF LONDON

THE BIG ISSUE
INVEST

BAE SYSTEMS

Charitybank
a bank for good

Strategic:

SOCIAL FINANCE

Thames Reach

BEEVER AND STRUTHERS
CHARTERED ACCOUNTANTS
AND BUSINESS ADVISORS

Centrus

Devonshires

SOLOMON TAYLOR & SHAW LLP

CAMPBELL TICKELL

Accreditation


Homes & Communities Agency


Certificate No. FS 570739


Certificate No. OHS 570741


Certificate No. EMS 570740











Our Team

Moses Hirschler – Chief Executive Officer

Charged with moving the company forward with his leadership and vision, ensuring the company delivers results in line with its goals and aspirations.

Moses set up Cromwood 20 years ago and has considerable experience of managing properties both in terms of development, management, and maintenance. He is always exploring opportunities to work with local authorities, central government as well as other organisations to bring about affordable or social housing.

Mendy Stern – Chief Operating Officer

Charged with developing and managing, the operational structure of Cromwood since the early years, including procurement, repairs, and maintenance. He has overseen the management of all contractual relationships with stakeholders including landlords and local authorities since Cromwood's inception.

Mendy has brought his wealth of experience to Cromwood and ensured that we are at the forefront when it comes to delivering social housing accommodation.

Moses Lorincz – Chief Financial Officer

Charged with looking after the overall financial operation of the company including financial assessments of current operations and future acquisitions.

Mr Lorincz (as we like to call him), like Moses Hirschler has considerable experience and expertise in property development and management, whilst Moses Hirschler concentrated on developing the company and its operations, Moses Lorincz concentrated on creating the company structure and financial standing so that Cromwood can flourish and prosper.

Kevin Murphy – Strategic Director

Recently joined the Cromwood Group after a successful career spanning nearly 3 decades with a London Borough as Head of Housing and Environmental Health. Kevin has managed delivery of many government contracts, including with the GLA, focused on the acquisition and delivery of social housing for homeless, rough sleepers and temporary accommodation.

Our Board

Nigel Davies - Chair and Non-executive Director

Nigel recently retired from a career in local government spanning more than 40 years. He worked for a number of councils in the capital in a variety of key roles and spent the majority of his career at the London Borough of Bromley where prior to retirement he was executive director of environment and community services.

Nigel brings a wealth of experience around housing provision and good governance as well as a long-held commitment to helping to tackle homelessness.

Samuel Scharf - Non-executive Director

Samuel has built a reputation as a strategic leader and change facilitator over many years working in housing, social investment, local government and the wider public sector.

He is currently director of housing and customer services at C&C Housing Trust where he leads a team of 100+ responsible for housing management and the regeneration and development of specialist homes in London and the South West.

Glenn Arradon - Vice Chair and Non-executive Director

Glenn is an expert in helping organisations to deliver social impact via investment. He is currently investment director at Big Issue Invest where he has overseen millions of pounds worth of investment into social enterprises. He has also taken a leading role in the organisation's London Housing Fund, which is investing £10m in affordable housing.

Tim West - Non-executive Director

Tim is a communications specialist and he advises a wide variety of organisations across business and social sectors. He began his career as a journalist, including stints writing about social housing, before moving into media and PR consultancy. Tim has long had an interest in social enterprise and is founding editor and CEO of Pioneers Post, a magazine targeted at social entrepreneurs, impact investors and mission-driven businesses.

Role profile

Role summary

Responsible for the overall financial management and good financial governance throughout the Cromwood Housing Group (“the Group”) covering Cromwood Limited and Cromwood Housing Limited, the for-profit Registered Social Landlord.

As part of the Executive Management Team (“EMT”), to advise the Board and provide leadership and management on strategic, corporate and partnership initiatives.

To ensure the Group has appropriate financial systems, processes, procedures, plans and control mechanisms in place to realise the Group’s vision and meet its business objectives.

Key relationships

External

- To take the lead on the strategic financial matters in the relationship with the Regulator of Social Housing.
- To take the lead for the management of the relationship with auditors, Banks/Investors and HMRC.
- To take the lead in strategic finance matters with local authorities, development partners and external consultants supporting such delivery.
- To take the lead on ensuring all statutory financial reporting/filing obligations are met.

Internal

- As part of the Executive Management Team ensure the delivery of a culture of service excellence that is supported by the values and principles of social housing.
- To support the Board on all strategic financial and governance matters.

Core tasks and responsibilities

Corporate

- To advise the Chief Executive, EMT and Board on all relevant aspects of financial performance, policy, strategy, practice, legislation and regulations ensuring information complies with best practice, all requirements of lender covenants, is up to date and incorporates all relevant legislation and Standards.
- To be responsible for the preparation and development of the long-term business plan of the Group taking appropriate levels of consultancy support.
- To be responsible for an overall review of financial systems in place to ensure that appropriate and up-to-date systems and IT infrastructure is in place to deliver effective financial management, budgetary control, reporting, statutory accounting and all taxation matters are effectively dealt with.
- To have lead responsibility for all aspects of Risk Management of the Group, including co-ordination and review of risk and reporting to EMT and the Board.
- To co-ordinate a value for money strategy and action plan that delivers continuous improvement and a demonstrable value for money culture. To champion the furtherance of and demonstrate and awareness, understanding and commitment to equal opportunities and diversity, showing respect, consideration and sensitivity to people’s needs and cultures.

Financial Management

- Provide sound financial stewardship through timely strategic financial advice to the Chief Executive, EMT and the Board.
- Overall responsibility for financial controls, financial planning, probity and compliance and accurate financial management and communication.
- Support the Chief Executive in ensuring that there is an effective risk framework, enabling risks to be assessed and controlled and assets protected.
- Ensure that treasury management, risk management incorporating borrowing, cash flow control and forecasting, investments, insurances, compliance with covenants and feasibility calculations are effectively controlled.
- Responsible for the overall preparation of the Group's long term business plan, budgets and financial/management accounts and to ensure that deadlines are met by exercising strict control over the process and by ensuring budget holders have the information and training they need to control expenditure.
- Promote a value for money culture, including efficient procurement of goods/services.
- Build effective working relationships with external auditors to ensure that the Group obtains maximum value and assurance from these services.
- Ensure effective and efficient rent accounting and service charge setting service is provided in line with the latest legislation and Standards.

Developing organisational strategy

- Be an active member of the Executive Team, contributing to strategic thinking and strategic planning and delivering the mission and key corporate objectives.
- Provide financial support for the Group's strategic plans and programmes and ensuring their effective communication to internal and external stakeholders.
- Support the Chief Executive and EMT in identifying new business opportunities for the development of new housing co-operatives and other mutual and community-led housing.
- Control and monitor business investment decisions.

People Leadership

- Ensure that staff within the Finance department are led, trained and work to performance targets and outcomes.
- Build and maintain effective and constructive working relationships with the Board, staff and external stakeholders.

Other

- Undertake any other duties in line with the level of responsibility and the basic objectives of the post.
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Person specification

Key knowledge and experience

Essential:

- Extensive social housing sector experience.
- Responsible at a senior level for financial management and accounting and / or corporate finance and business planning within a similar sized organisation.
- A professional accountancy qualification – CCAB bodies.
- Experience of dealing with banks and other financial institutions.
- Experience of leading and managing change.
- Experience of governance matters in social housing.
- Experience and successful track record of identifying and implementing financial systems to deliver improved value for money.

Desirable:

- Experience of using HousingBrixx business planning software.
- Experience of developing and leading commercially astute teams.
- Up to date knowledge or understanding of key accounting issues impacting the housing sector.
- Experience of developing, implementing and maintaining effective systems of internal control and risk management.
- Experience of promoting equality and diversity in all aspects of employment and service delivery.

Skills and abilities

Essential:

- Communicates effectively using a flexible range of communication skills. Open and engaging, communicating widely and often.
- IT literate, ability to use a wide range of technologies including MS Office.
- High level skills in strategic and analytical thinking and ability to make good business decisions.
- Commercial awareness and the ability to analyse complex information with clarity and make objective decisions.
- Positive interpersonal and strong influencing skills, proactively uses networking to deliver results.
- A focus on outcomes with an awareness of how to deliver outcomes.
- Can see the big picture whilst maintaining an eye for detail.
- Able to assess risk and promote risk awareness in context of risk appetite. Sees the value of risk taking.

Personal behaviour and style**Essential:**

- Encourages and initiates change that drives improvements.
- Someone who is positive and recognises and rewards improvement and success.
- Recognises the value of learning to personal and organisational growth.
- A visible leader, manager and role model.
- Understanding and ability to work as a flexible team member, contributing to a wide range of corporate challenges.
- Creates opportunities for teams to create and achieve success for themselves and the organisation.
- Recognises and values diversity and champions the furtherance of staffing and service delivery without discrimination or prejudice.
- Supports the values, ethos and social housing objectives of Cromwood.
- Self-motivated and takes own personal and professional development seriously.
- Flexible in approach to working hours, including evening meetings where necessary.

Key terms and conditions

The role

Finance Director

Remuneration

c.£100K

Other benefits

Nest Pension scheme

Working hours

5 days per week / agile working (office based 3 days a week)

Annual Leave

35 days

Place of work/Offices

16E Urban Hive, Theydon Road, London, E5 9BQ

Key dates and the selection process

Closing date: Ongoing

Interviews:

Interviews will be conducted on an ongoing basis, and as such we advise you to make your application as soon as you are able, to increase the chance of being considered for interview.



CROMWOOD
HOUSING GROUP



**CAMPBELL
TICKELL**

Finance Director

c.£100K | London (part time or job share considered)

Cromwood Housing Group was established in 2002 as a response to the serious need for social housing in London. We have rapidly expanded to become one of the leading providers of social housing to local authorities in London and Greater Manchester, and due to this growth, now seek to recruit a permanent Finance Director to work collectively with our leadership team.

As a qualified accountant you will be responsible for the overall

financial management, and good governance throughout the organisation. There will be a need to ensure that the Group has appropriate financial systems, processes, procedures, plans and control mechanisms in place to realise the Group's vision and meet its business objectives.

We are seeking an exceptional leader who has worked in the social housing sector at a senior level, and who offers experience in developing

organisational strategy alongside a track record and passion for promoting equality and diversity in all aspects of employment and service delivery.

For an informal discussion and further information about this role, please contact **Kelly Shaw** on **07900 363803** or **kelly.shaw@campbelltickell.com**
You can download a job pack from **www.campbelltickell.com/jobs/**

CAMPBELL TICKELL

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