

Finance Director

Recruitment pack

July 2025



CAMPBELL
TICKELL



simply
affordable
homes

Contents

Your application	3
Welcome to Simply Affordable Homes	4
Role profile	5
Person specification	7
Organisation structure	9
Key terms and conditions	10
Key dates and the selection process	11
Media advertisement	12

Your application

Thank you very much for your interest in the Finance Director post at Simply Affordable Homes RP Limited (Simply Affordable Homes).

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 the role. After you have done that, please feel free to get in touch with one of us, so that we can talk through your offer and get a sense of how it aligns with what Simply Affordable Homes is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles, including any NED posts; and 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; 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.

The role closes at 10:00 on Monday, 11th August 2025. Please ensure we receive your application in good time.

We are happy to have further discussion, so drop one of us an email at the address below and we can arrange a time to speak.

Kind regards,

Kelly

Kelly Shaw | Senior Associate Consultant

Kelly.Shaw@campbelltickell.com

07900 363803

Jim

Jim Green | Senior Consultant

jim.green@campbelltickell.com

Welcome to Simply Affordable Homes

I am so pleased you are taking a look at this opportunity to join the team at Simply Affordable Homes.

We established Simply Affordable Homes as a registered provider (with the RSH) to make an active contribution to tackling the housing crisis. Our for-profit model has enabled us to attract long term private investment capital to support the provision of more affordable homes to those in need. We are part of a private investment fund targeting long term institutional capital managed by Savills Investment Management (Savills IM). Savills IM is a highly reputable investor in real estate, enabling people, communities and eco-systems to thrive. This means that the Simply Affordable Homes company is already robustly anchored. Furthermore, we have a highly experienced Board and Executive team.

Our housing portfolio is set to grow at pace over the next couple of years. We have currently raised circa. £170m of equity capital to invest, with an ambition to raise and invest over £500m over the medium term. Our current geography spans the South East up into the Midlands (although our mandate covers the whole UK), and further investments will continue to be in regulated affordable housing stock including social rent, affordable rent and shared ownership tenures.

Currently our portfolio is modest, but as we grow it will be even more essential that we continue to manage our business to the highest standards. As such we are seeking a new Finance Director with deep understanding and experience of managing RP finances. We have considerable expertise already at Savills IM on the fund management side, and so this role will complement that and our new Finance Director at Simply Affordable Homes will support the Senior Fund Finance Manager so that there is a smooth dovetailing of information and reports across the operation.

There is just one direct report for the post who is focussed on Data and Performance, and so you will need to be ready to roll your sleeves up and be very hands-on in this post, and ready to pivot between leading and delivering on all aspects of finance at the RP, from production of accounts and rent setting calculations, to reporting to our experienced Board and liaising with key stakeholders.

It is an exciting time to be joining us. The foundations are in place, but you aren't inheriting outmoded approaches where things can't change. Instead, you will be an important team player in helping us to further develop and finesse our systems and approaches. As this is a new post, it will require some shaping by the successful candidate. We expect that you will be comfortable with bringing your experience of best practice you bring with you to bear, while adapting to the changing context at Simply Affordable Homes as our business grows and matures.

We see this role as a part time position, and we are keen to be flexible on the exact arrangement for the right candidate. We expect that the role will be delivered on a two to three days per week basis. We operate at pace, as we are an energetic team that make things happen. We are goal orientated and commercially minded, but importantly all of that is underpinned by a relentless focus on quality. We care about what we do, how we do it and the impact it has on our customers.

Do speak to Campbell Tickell if you feel that this is the type of setting where you will thrive. We are [working together, to create better homes for the future](#). I hope you will want to join us in that endeavour.

Warm wishes,

Dominic

Dominic Curtis | Chief Executive Officer

Role profile

Reports to:	Chief Executive, with a dotted line to Savills IM Senior Fund Manager
Line manages:	Data/Performance Analyst
Key external relationships:	Key internal relationships:
Liaising with Savills IM team on relevant external relationships including administrators, auditors, valuers, etc.	Executive; Board; wider staff team; Savills IM colleagues

Role purpose:

- To lead all aspects of financial management, providing strategic leadership and direction for the finance at the organisation, with specific responsibility and accountability for the financial stability and success of the organisation.
- To support the Savills Investment Management Senior Fund Finance Manager with all relevant information relation to finance functions at Simply Affordable Homes.
- Deliver and ensure the performance, potential, effectiveness and assurance of financial management, business planning, accounting, procurement, income management, payments and key business processes.
- Play a leading role in the development and delivery of the association's strategic and business planning.
- Lead on performance management reporting and value for money.

Key responsibilities:

- Take a lead role in planning, setting and maintaining the corporate strategy.
- Develop Simply Affordable Homes' Financial Strategy and Business and Strategic Plans.
- Lead on Value for Money as well as demonstrating the effectiveness of the operation of finance functions and services. Drive and deliver exceptional standards of service delivery through a process of continuous improvement and learning.
- Develop a culture of commercial and financial business partnering to support the financial aspects of Simply Affordable Homes' core business functions.
- Delivery of all aspects of budget management including budget setting and monitoring
- Lead on finance, tax, accounting, regulatory compliance and, in conjunction with the Head of Governance, on finance related governance and regulation.
- Present convincing, articulate, and well-reasoned reports, including to the Board to facilitate the overall governance of the organisation. Demonstrating an appropriate balance of conviction and openness when challenged.
- Lead and implement rent and service charge policies that are compliant with laws and regulations.
- Production of complete, accurate and timely accounts, financial statements, quarterly investor reports and returns to meet all statutory, regulatory and business requirements.

- j. Maintain effective financial controls, take effective action to mitigate and address fraud, liaise with internal and external Auditors and ensure that effective action is taken in response to financial issues raised by the Auditors and the Audit Committee.
- k. Produce business plans, projections and forecasts that ensure sound financial and cash management, and allow for the effective assessment of business risks, opportunities, contingencies and strategies.
- l. Ensure the very highest quality financial information, forecasting and planning services are provided to the business.
- m. Actively demonstrate an understanding and commitment to ensure full adherence to Health & Safety policies and requirements.
- n. Any other related tasks as are required by the Chief Executive.

No role profile at this level can cover every eventually. The postholder is expected to be flexible in responding to participation in other projects and activities commensurate with the skills required for this role.

Person specification

Qualifications:

- a. Relevant professional qualification e.g. CIPFA/CIMA/ACA/ACCA and full membership of a recognised UK accountancy body.

Knowledge and experience

- a. Extensive senior social housing sector experience
- b. Experience of operating in subsidiary or other wholly owned entity within a group structure with multiple stakeholders *would be useful but not essential*
- c. Proven track record of successful financial management and accounting and/or corporate finance and business planning within social housing
- d. Experience of delivering excellence and improving services, to deliver increased social value or enhance the customer experience
- e. Experience of developing strategies and plans in finance that demonstrate strategic vision and foresight
- f. Experience of collaborating and working as part of an effective senior team
- g. Experience of working with Boards and committees
- h. Track record of developing and sustaining effective partnerships
- i. Comprehensive knowledge of current and future challenges facing social housing and related sectors, and the political and social environment
- j. Thorough understanding of the statutory and regulatory requirements that Simply Affordable Homes is subject to
- k. Understanding of corporate governance practices and issues

Skills and abilities

- a. Leadership skills and the ability to coach, motivate and engage others
- b. Able to engage effectively with all levels including employees, customers and external stakeholders
- c. High level of strategic and analytical thinking skills
- d. Able to interpret and analyse financial information and complex data
- e. Able to identify and manage risks and make sound judgements, whilst not being risk averse
- f. Influencing and negotiating skills
- g. High level of written, presentation and interpersonal communication skills, with the ability to tailor to a variety of audiences, presenting data and information in clear and accessible ways to enable effective decision making

Personal attributes

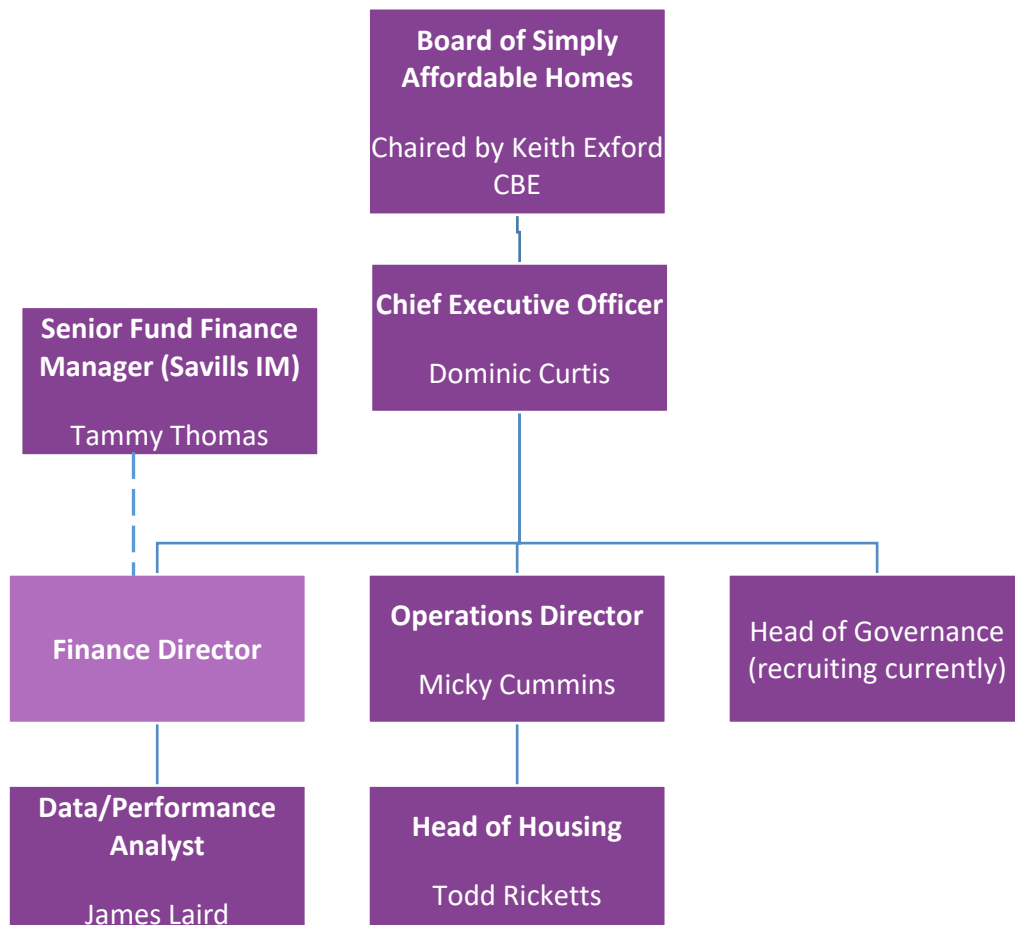
- h. Works with integrity that engenders respect and confidence;
- i. An unstinting commitment to equality, diversity and inclusion;
- j. Has drive, energy and passion to deliver the best;
- k. Resilient, can be flexible, and agile, thrives in a changing environment;
- l. Values innovation, creativity and champions the use of new tech, with a commitment to learning for self and others.

Additional global standards

- m. Comply with all regulatory requirements and laws as applicable to your role;
- n. Comply with the firm's policies and procedures pertaining to your role and the jurisdiction in which you operate
- o. Abide by any local regulatory requirements;
- p. Responsible investment – considering environmental, social and governmental factors, as well as impact outcomes which are relevant to your role;
- q. Consider diversity and inclusion elements across all provisions of your role.

Organisation structure

In addition to the RP structure outlined below, the RP benefits from additional people and resources at Savills IM.



Key terms and conditions

Remuneration

Salary is circa £120,000 FTE pro rata, depending upon experience. There is also access to consideration of a performance related bonus in the future.

Other terms

As Simply Affordable Homes is a new entity the finer detail on other terms and conditions (e.g. pension, annual leave etc.) is being worked through. These will be market competitive, and we will discuss them with you as you move through the selection process.

Working arrangements

This is a part time role, and we are open to being flexible on the working arrangements. You could work a fixed number of days per week, say 2 to 3. This is to ensure flexibility for the postholder and the company.

Within the agreed number of days per week, some flexibility will be essential, including occasional evenings.

Simply Affordable Homes has a central London office (Margaret Street, W1G) and has adopted hybrid working arrangements, so staff are typically in the office for one to four days per week, depending upon their role and working days.

Key dates and the selection process

Closing date: Monday, 11th August 2025 | 10:00

We will be in touch to let you know the outcome of your application by the end of this week.

First interviews: Monday 18th August 2025 | via Teams

Longlisted candidates will be interviewed by a Campbell Tickell panel.

We will be in touch to let you know the outcome of the interview by the end of this week.

Final stage selection:

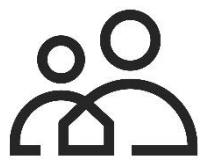
Final interviews | Wednesday 3rd September 2025 | In-person

Meeting with Savills' colleagues | TBC | In-person or Teams

After the final interview the preferred candidate may be asked to meet with senior colleagues from Savills, just ahead of final confirmation of appointment.

If you are unable to participate on any of the identified dates for interviews or other sessions, please do speak to Campbell Tickell before making an application.

Media advertisement



simply
affordable
homes



Finance Director

Circa £120k pa (pro rata)

London | Part time role/ flexible working arrangements

Working together, to create better
homes for the future

Simply Affordable Homes RP is a well-established and reputable registered for-profit housing provider. With capital investment from a range of investors, we are contributing to tackling the housing crisis, with the supply of affordable and shared ownership homes.

For this role we are seeking an experienced and knowledgeable senior finance professional, with a deep understanding of finance in the social housing sector. You will have a very good understanding of working within the housing regulatory framework, excellent communication skills, and the drive and ability to deliver a modern, responsive finance function for the organisation. We are open to applications from experienced Directors as well as those stepping up.

It's a unique chance to shape this new role and be part of a dynamic team. We work at pace and are goal orientated, but importantly that is underpinned by a relentless focus on quality. We care about what we do, how we do it and the impact it has on our customers.

The office base is in London, but hybrid working means we can be flexible about your base location. Your influence will be noticed, and your creativity valued. We could be the setting where you can thrive, so get in touch to find out more.

To arrange a conversation, please contact:

Kelly Shaw | Senior Associate Consultant

Kelly.Shaw@campbelltickell.com | 07900 363803

Download a pack from <http://www.campbelltickell.com/jobs>

Closes | Monday, 11th August 2025 | 10:00

CAMPBELL
TICKELL

CAMPBELL
TICKELL

Telephone 020 8830 6777
Recruitment 020 3434 0990

info@campbelltickell.com
www.campbelltickell.com