

CAMPBELL
TICKELL



Chief Finance Officer

July 2026

Your application

Thank you very much for your interest in this Chief Finance Officer post at Circle VHA. 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 Circle VHA 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.

The role closes at 9am, Monday 3rd August 2026. Please ensure we receive your application in good time.

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,

Isabella Ajilore

**Search Consultant
Campbell Tickell**

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**Head of Executive Search & Selection
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Welcome to Circle VHA

Thank you for your interest in the role of Chief Finance Officer with Circle Voluntary Housing Association, for taking the time to explore this important opportunity.

As one of Ireland's leading (and largest) Approved Housing Bodies, Circle VHA is committed to delivering high-quality homes and services that make a lasting difference to the lives of our residents and communities. We are proud of our social purpose, our dedicated team, and the impact we create every day. The CFO role presents a unique opportunity to help shape the future of the organisation. As we continue to evolve, strengthen our operations and deliver on our strategic ambitions, we are seeking a financially astute, commercially minded and values-driven leader who can play a central role in our next chapter.

This is a particularly important and exciting time to join our organisation. This year, Circle VHA has been implementing an action plan designed to strengthen our financial operations and reporting. While our fundamental financial position is strong, we recognised that some improvements were necessary and significant progress has already been made. Our new CFO will have the opportunity to contribute directly to this agenda, ensuring that strong financial stewardship and transparent reporting underpin every aspect of our finances and that we remain focused on embedding sustainable improvements that will benefit the whole business.

We are fortunate to have a strong leadership team at the organisation and to be supported by a strong and highly experienced Board, led by an excellent and widely respected Chair. The quality of governance, strategic challenge and commitment provided by our Board gives the executive team a strong platform from which to lead and deliver. The CFO will work closely with Board members and Board Committees, contributing strategic insight and helping to drive informed decision-making across the organisation.

Importantly, this role leads on our IT function, and our new CFO will lead the embedding of a significant new backbone software that we launched in early July, which sits across our housing, assets, and finance functions. Needless to say, this is a critical piece of work and one which will enhance our operational effectiveness and efficiency, and getting the implementation right over the first year and beyond will require excellent project and program management.

Most importantly, this is an opportunity to make a real difference. The successful candidate will join a purpose-led organisation with ambitious plans for the future and the desire to continue expanding our positive impact across Ireland. As a key member of the Executive Leadership Team, the CFO will have the opportunity to influence strategy, strengthen organisational performance and help shape an organisation that is committed to serving its tenants, stakeholders and communities with excellence.

If you are inspired by the prospect of combining professional challenge with genuine social impact, we would be delighted to hear from you. Thank you again for your interest in Circle VHA. I hope this recruitment pack provides a helpful insight into the role and the opportunity ahead.

Yours sincerely,

John

John Hannigan
Chief Executive Officer

Role profile

Reports to	Chief Executive
Responsible for:	Finance, Financial Strategy, Treasury, and IT

Role summary

- The Chief Finance Officer provides strategic financial leadership and shapes the long-term financial plan to secure Circle’s financial resilience and social impact.
- You will steward treasury, budgeting, financial reporting, statutory compliance, corporate administration and IT.
- The CFO plays a significant leadership role working with the Board and the Executive Team to develop Circle VHA’s strategic plan.

Role purpose

The CFO is responsible for:

1. Financial management and reporting
2. Ensuring financial resilience, sustainability, and regulatory compliance
3. Leading financial strategy, planning, and performance management
4. Safeguarding assets, funding capacity, and long-term viability
5. Embedding a strong financial risk management culture
6. Provide leadership and guidance for the IT, financial and asset management systems within Circle VHA
7. Being an active member of the Executive Team of Circle VHA.
8. This role is critical in ensuring that resources are managed effectively to deliver high-quality social housing services while maintaining financial strength and compliance.

Key outputs

1. Development of Circle VHA’s strategic financial plan
2. Long-term financial strategy aligned with Circle’s strategic plan
3. Secure, sustainable funding, optimal capital structure, and effective treasury management
4. Compliance with the required regulatory financial standards for Approved Housing Bodies and Charities
5. Transparent communication with the Board, regulators, funders, and stakeholders
6. Effective direction, oversight, and leadership of IT systems within Circle VHA

Key Responsibilities

1. Financial Leadership & Strategy

- (a) Lead the development and execution of Circle VHA's financial strategy, ensuring alignment with the overall business plan, risk appetite of the Board and organisational objectives.
- (b) Provide strategic financial advice to the CEO and Board to support informed decision-making.
- (c) Oversee budgeting, forecasting, cashflow projections, long-range planning, and scenario analysis; provide timely performance insights to the CEO and Board.
- (d) Manage capital planning, liquidity, debt facilities, grant funding, and treasury operations; optimise cost of capital and risk exposure.
- (e) Champion value-for-money, financial sustainability, and social impact measurement across all activities.

2. Financial Management & Reporting

- (a) Ensure timely and accurate financial reporting in line with statutory and regulatory requirements and funders expectations.
- (b) Oversee financial controls, policy development, and internal financial control environment; driving continuous improvement.
- (c) Lead external financial communications, including annual accounts and reports to regulators, lenders, and grant-makers.
- (d) Monitor financial performance against budgets, covenants, and key indicators.
- (e) Evaluate financial implications of existing and future funding structures.
- (f) Oversee procurement governance and contract management to secure best-value outcomes.

3. Financial Viability & Resource Management

Ensure financial sustainability by:

- (a) Maintaining sufficient income, liquidity, and cashflow to meet operational and debt obligations.
- (b) Ensuring sustainable financial forecasts and funding strategies.
- (c) Overseeing capital planning and investment in housing assets, including maintenance and lifecycle obligations.
- (d) Ensuring accurate and up to date financial and asset information to support planning and reporting.

4. Risk Management & Compliance

- (a) Establish and maintain a robust financial governance framework in line with regulatory requirements.
- (b) Lead financial Risk Management, including identifying, assessing, and mitigating financial risks.
- (c) Oversee internal financial control improvements, fraud prevention, and compliance with anti-money laundering, GDPR, and other statutory and regulatory obligations.
- (d) Liaise with external auditors; oversee the annual audit process and implement recommendations.

5. Stakeholder & External Relationships

- (a) Build and manage relationships with lenders, investors, regulators, funders, and rating agencies; contribute to fundraising and grant applications.
- (b) Represent Circle VHA in high-level financial and governance discussions with partners and regulators; communicate effectively with diverse stakeholders.
- (c) Communicate complex financial matters clearly to non-financial internal and external stakeholders.

6. IT, People & Culture

- (a) Lead, coach, and develop the finance and IT teams; foster a culture of integrity, collaboration, and continuous improvement, achieving high standards of performance and integrity.
- (b) Promote inclusion, manage organisational change initiatives, and support cross-functional projects.
- (c) Implement and maintain IT systems and supports appropriate to Circle VHA's size and risk appetite.
- (d) Contribute as a member of the Executive team and across the organisation.

7. Regulatory & Sector Knowledge

- (a) Ensure compliance with the Approved Housing Body Regulatory Authority, Charity Regulatory Authority, and Companies Registration Office requirements.
- (b) Maintain up-to-date knowledge of charity law, company law, and sector-specific governance standards relevant to a large AHB.

Person specification

Essential

- (a) Qualified Finance professional (CCAB member: CA/ACCA/CIMA/CIPFA or equivalent).
- (b) Significant senior financial leadership experience in a medium to large organisation.
- (c) Strong experience in strategy development and delivery, financial planning, and long-term financial forecasting.
- (d) In-depth knowledge of financial governance frameworks, board reporting, financial risk management, internal financial controls, and audit processes.
- (e) Good stakeholder management skills with the ability to influence at the highest level — Board, regulators, lenders, and funders.
- (f) Strong leadership and people management capabilities; able to develop teams and drive organisational change.
- (g) High integrity, discretion, and commitment to ethical governance and compliance.
- (h) Good communication skills; ability to translate complex financial information into clear, accessible business language.
- (i) Significant project management training, experience, or qualifications.
- (j) Board and governance committee experience, including policy development.
- (k) A meticulous approach to proofreading and document formatting.
- (l) Ability to work flexibly, including evening meetings as required by the Board schedule.

Desirable

- (a) Proven track record of senior financial leadership in a large not-for-profit, housing association, or social housing context; experience of operating in a regulated environment.
- (b) Experience in housing associations or social housing regulation along with Regulatory Financial Standards, Charity Regulatory and CRO requirements.
- (c) Familiarity with SORP/FRS102 or applicable regulatory accounting standards for charities, not-for-profits, or Approved Housing Bodies.
- (d) Experience with treasury management, debt facilities, capital programmes and funding arrangements in a regulated social housing context.
- (e) Proven track record in the management and delivery of enterprise IT systems, with significant implementation experience in a medium to large organisation.
- (f) Expertise in data protection, information governance, cybersecurity awareness, and GDPR compliance.

Additional Information

This job description outlines the current core requirements of the role and is not intended to be an exhaustive list of all duties. The position requires a flexible approach to working hours and occasional travel to various Circle VHA and stakeholder locations to meet the operational needs of the business.

Circle VHA is an equal opportunities employer. We value diversity and inclusion and welcome applications from all individuals who meet the requirements of the role.

About Circle VHA

Circle Voluntary Housing Association (Circle VHA) was founded in 2003 and is a leading provider of social and affordable housing in Ireland.

Our vision is: *to make a real difference by delivering quality homes and innovative integrated housing solutions to individuals and families in Ireland.*

Circle VHA currently has over 2,500 homes and delivers services to over 5,000 people, helping create thriving communities. We have a history of working together with local authorities, state agencies, developers and funders to provide new-build social and affordable housing solutions, and have grown considerably as an organisation over the last few years.



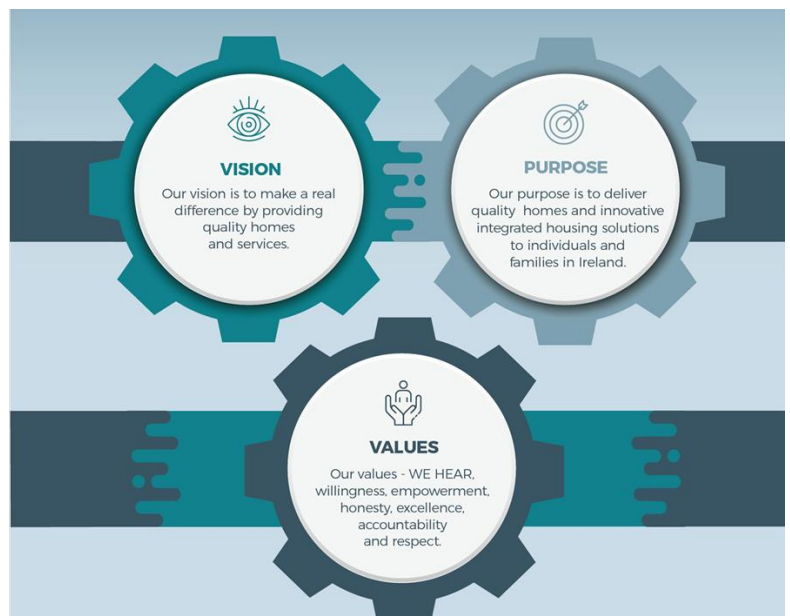
Circle VHA is also known for championing the voice of our tenants and ensuring our tenants' needs are at the heart of everything we do. Through commitment to caring about tenants and services, Circle VHA empowers tenants to be involved in running their homes and communities while having a say in the shaping of the areas where they live.

Our Purpose: We are committed to making a meaningful difference by providing quality homes for people in housing need.

Our Commitment: Circle VHA is committed to maintaining the highest standards of corporate governance and best practice. We strive to ensure integrity, transparency, and accountability in all aspects of our operations.

Additional reading:

- Annual report 2024 [here](#)
- Details of our Board [here](#)



Our Team



John Hannigan - CEO

John is CEO of Circle and a leading voice in social and affordable housing in Ireland. Since 2017, he has overseen Circle's growth, securing major funding deals, expanding housing delivery, and building strategic partnerships. With 30+ years' experience in housing, finance, and non-profits, he has held senior roles at Respond, Sunbeam House, and top firms including KPMG and EY. In the UK, he held executive roles with large social landlords. John is also Chair of the Chartered Institute of Housing's Governing Board, shaping policy across Ireland and the UK.



Liz Clarke - Director of Governance and Compliance

Liz has over 20 years' experience working in the social housing and non-profit sectors. Prior to taking up this role, Liz was Director of Services at Circle VHA, where she led housing services, service improvement, strategic projects, and organisational development initiatives. Liz has extensive experience leading mergers, project management, housing management, stakeholder engagement, quality standards, and supporting sustainable communities. She has held a range of management and senior leadership roles delivering services and organisational change initiatives within complex and evolving service environments.



Colin Keating – Director of Asset Management, New Business and Development

Colin joined Circle in 2022, bringing over 20 years' experience in building and construction. He leads the property management team, overseeing major multi-unit developments with a strong focus on health, safety, and sustainability. A licensed Principal Officer, Colin applies his technical expertise to support effective asset management through robust risk and policy frameworks. His work ensures high-quality environments for residents and long-term value for stakeholders.



Gavin Connolly – Director of Services

Gavin has over 30 years' experience working across homeless and housing services in Ireland and Scotland, with a strong commitment to supporting marginalised communities and improving housing outcomes for vulnerable people. Throughout his career, he has helped develop and establish innovative housing models, led service evaluations, and contributed to the growth of tenant-focused services. As Director of Services, Gavin oversees the Tenancy Services Team, including Income Management, Tenant Engagement, and Customer Services. He is passionate about delivering responsive, high-quality services that help people support their tenancies and build stronger communities. He is passionate about tenant engagement and involvement in the day-to-day decisions of their lives.



Heather Ashton – Interim Director of Finance

Heather brings over 25 years of experience across the social housing, higher education, finance, retail, and manufacturing sectors. She has extensive expertise in strategic and financial planning, governance, treasury, mergers and acquisitions, business transformation, and performance improvement. Heather spent over a decade at Thirteen Housing Group, where she served as Executive Director of Resources and later Executive Director of Business Change and Improvement. She currently serves as a Board Member at Broadacres Housing Association.

Key terms and conditions

The role

Chief Finance Officer

Location

Your normal place of work will be at Circle VHA's head office: Phoenix House 32-34 Castle Street Dublin

Circle VHA's operates an agile hybrid working policy and the CFO postholder would be expected to be in the office for one or two days per week.

It is expected that the postholder will be based in the Republic of Ireland.

Salary

€85,200 – €119,300 per annum plus benefits

Annual leave

26 days per annum

Hours

37.5 hours per week

Key dates and the selection process

Closing date: Monday 3rd August, at 9am

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

First interviews: w/c 10th August

Longlisted candidates will be interviewed by a Circle VHA panel led by John Hannigan, Chief Executive.

Interviews will be held online.

Final stage assessment: w/c 24th August

Shortlisted candidates will be invited to take part in the following:

- A scenario presentation and
- A final panel interview with a Circle VHA panel, led by John Hannigan, Chief Executive.

Interviews will be held in person at Circle VHA's offices in Dublin.

Chief Finance Officer

Dublin | €85,200 – €119,300

This is an exciting time to join Circle Voluntary Housing Association. Managing 2,500 homes, we are one of Ireland's largest Approved Housing Bodies. With a strong social purpose and a growing impact across communities, Circle VHA provides high-quality housing and services that make a real difference to people's lives.

We are excited to be seeking a new senior leader to join our team. The CFO role is a key member of the Executive Leadership Team, and you will play a pivotal role in shaping the future of the organisation. Leading the Finance, IT and Treasury functions, we are seeking a commercially astute, strategic and values-driven leader to drive financial performance and support the delivery of our ambitious plans.

A qualified accountant, you will bring senior financial leadership experience as well as the honed communication skills to work with a range of stakeholders including our Board and funders. Social housing experience gained in the Republic of Ireland or the UK would be advantageous though not essential, however your ability to bring strategic insight as well as a very strong operational grip on finance will be critical.

If you are inspired by the opportunity to make a lasting difference while helping to shape an ambitious and purpose-driven organisation, we would be delighted to hear from you.

Download a recruitment pack from: www.campbelltickell.com/jobs. For further discussion please contact Isabella Ajilore at Campbell Tickell: Isabella.Ajilore@campbelltickell.com | 07572 166417.

Role closes: Monday 3rd August 2026 at 9am.



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