



Executive Director of Finance

Interested in making a change?
Apply online at beacon.cymru/jobs

About Beacon

Beacon Cymru results from the merger in January 2025 of Coastal Housing and RHA Wales: two respected community landlords with reputations for excellence, innovation and being a positive force in the communities where they work.

At Beacon we're a team in the truest sense of the word. We value relationships highly, so we invest in them daily. As a result, our workplace culture is open, trusting and respectful. It's also safe, which we think is pretty critical to encouraging new ideas and approaches.

We employ 380 people and we trust every single one of them to know, and do, their work in the way that gets the best results for residents, the local community and the planet.

Beacon owns and manages almost 9,000 homes. We aim to be an organisation for the future; one which constantly raises the bar to deliver improved services and homes for residents. We aim to deliver a greater number of new, high-quality homes each year; we're focused on growth and investment in existing homes and services, and we're a more resilient organisation with a wider geographical reach. We currently have over 500 new homes under construction across the regions where we operate.

Beacon's vision is to provide better places for people and the planet. Our purpose is to create lasting change you can see, through affordable homes, sustainable neighbourhoods, and vibrant town and city centres.

This is supported by our digital vision, which is to use technology to support and enable our aims and priorities, and to enhance our services, communication and interaction with residents and businesses across the communities in which we work. In doing this we will endeavour to create opportunities through our digital strategy for resident focus, innovation and sustainability.



Job Title:	Executive Director of Finance
Place of work:	220 High Street, Swansea. SA1 1NW (Hybrid)
Hours of work:	35hrs Monday to Friday
Salary:	£124,000 (Relocation package available)

Our location

Operating across Swansea, Rhondda Cynon Taf, Neath Port Talbot, Bridgend and Carmarthenshire, we have the Gower's world class beaches, beautiful natural landscapes and the Welsh valleys rich industrial heritage on our doorsteps. Swansea and the wider regions where we operate offer world class educational institutions, and the ongoing regeneration across the areas in which we are based bring creativity, thriving communities and friendly places to live and work.

Job Summary

The work of the Executive Director of Finance is vital to the success of Beacon in fulfilling its purpose to create lasting change you can see, through affordable homes, sustainable neighbourhoods, and vibrant town and city centres.

Responsible for the overall financial management and financial governance throughout the Beacon Cymru Group, as part of the Executive Leadership Team you will advise the Board, as well as providing leadership and management on strategic and corporate matters.

You will ensure strong financial performance, and in doing so making sure that our finance and treasury function supports our overall vision. You will also 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.



The Executive Director of Finance will be responsible for the following:

Strategic Direction:

- Provide a key role in Beacon's strategic planning by analysing financial performance data and forecasts, the organisational operating environment and market conditions.
- Contribute to the development and implementation of the corporate plan, formulation of policy and general leadership of the Group, ensuring that the right structures and resources are in place to meet strategic objectives.
- Support the Board on all strategic financial and governance matters.
- Advise the Chief Executive, Executive Leadership Team (ELT) 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, and is up to date and incorporates all relevant legislation and Standards.
- As part of the ELT, lead the finance function, providing a comprehensive service that operates flexibly and responsively within a properly controlled environment.

Financial Strategy

- Develop, recommend and implement clear financial strategies which deliver sound financial management and growth over the medium to long term.
- Lead on the design, implementation and review of policies and procedures to provide effective financial management, specifically lead the team in producing the 30-year business plan, developing and monitoring budgets, ensuring timely production and monitoring of management accounts and yearly statutory accounts.
- Have a clear understanding of strategic financial risks and proactively work with the ELT to ensure emerging financial risks are identified and action is taken to mitigate them.
- Ensure the maximisation of income within statutory and policy constraints.

Financial control, systems and audit

- Ensure that financial systems comply with statutory and regulatory requirements.
- Manage the preparation, review and monitoring of financial regulations, standing orders and authority levels and ensure that they are followed.
- Ensure that obligations to pay taxes under all schedules, schemes and regulations are met, to ensure that all benefits, rebates and grants available within the tax laws are claimed.

- Liaise closely with external and internal auditors, developing productive working relationships and ensuring work is planned effectively and on a timely basis. Specifically lead on the relationship with the external auditors and work closely with the Chair of Audit Committee.

Treasury, cashflow and capital investment

- Responsible for all treasury management and loan facilities ensuring that there is an appropriate balance of different types of funding to maintain flexibility and reduce exposure to any particular risk.
- Manage timely returns to the regulatory bodies, funders, and ensure systems are in place to monitor and manage loan covenant compliance.
- Ensure accurate and up to date cashflows are produced in close liaison with the Development team to ensure capital spend and funding requirements are adequately understood and captured.

Value for money

- Ensure that the organisation has a robust value for money strategy, ensuring that value is defined in the widest sense, and that the strategy speaks to systems thinking methodology and the drive to deliver value and eliminate waste.

Leadership and Organisational Development

- Provide outstanding leadership and management of the finance team, ensuring a high level of performance, both on an individual and a team basis.
- Create and maintain effective relationships and an environment in which staff have the skills, knowledge and capacity to do their job.
- Encourage, support and use appropriate and timely communication.

Stakeholders and Communication

- Create and sustain an effective narrative to communicate Beacon's vision and plans.
- Develop a clear strategy for communicating with lenders, partners and other stakeholders so that they understand what the organisation is trying to achieve.
- Maintain a high external profile and develop relationships with key stakeholders to support organisational strategic aims with for example, Welsh Government, the relevant local authorities, our umbrella body, Community Housing Cymru, other RSL senior staff, and the Regulator.

- Take the lead on the strategic financial matters in the relationship with the Regulator, the management of the relationship with external auditors, lenders, HMRC, local authorities, development partners, professional advisors and external consultants.
- Participate in and contribute to wider professional networks and collaborative working where it adds value and protect and enhance the Group's reputation.

Governance, regulation, and Company Secretary duties

- Work with the Chief Executive and the management team to ensure governance structures are fit for purpose and meet regulatory requirements, and that performance is in line with the objectives of the corporate plan.
- As Company Secretary have a good understanding of relevant law, governance and the organisations rules, and provide support for the Chief Executive and the Board as appropriate.

Continuous Improvement / Systems thinking

- As part of the ELT, create and support an open, innovative and collaborative culture that learns from others, empowers staff, and encourages experimentation.
- Encourage creativity, fresh ideas for current and future service delivery, and use systems thinking to achieve continuous improvement including understanding "demand" and workflow and removing barriers in the work.

Other: workplace and self-development responsibilities

- Treat colleagues, residents and stakeholders in a fair, non-discriminatory way
- Actively seek to keep up to date with any relevant changes in legislation, regulation, policy, etc. and have a commitment to personal development.
- Attend evening board and other meetings as required.
- Undertake any other duties commensurate with this post as requested.

This job description is not exhaustive and may change to meet organisational needs.

Person specification

Leadership Qualities	Essential / Desirable
A strong values-based leader, with demonstrable ability to engage and empower teams.	E
A credible, empathetic leader who is delivery focused with strong commercial and business acumen.	E
Strong influencing skills, with the ability to foster and manage relationships e.g. board, member body.	E
Experience of leading change. Encourages and initiates change that drives improvements.	E
Team player who is self-aware, emotionally intelligent and resilient.	E
High level skills in strategic and analytical thinking with the ability to make good business decisions.	E
Ability to look at trends and the long term; A strong forward focus and able to hard code the challenges and opportunities into a 5 year plan, working collegiately with the ELT	E
Experience and successful track record of identifying and implementing financial systems and processes to deliver efficiency and improved value for money.	E
Excellent leadership/management of business as usual, with demonstrable delegation and creating of a culture of accountability.	E
Experience of developing and leading commercially astute teams. Collaborates positively with peers business wide to achieve success.	E
Vision for how a finance team works well with the data and insight team. Creativity in relation to the opportunities it brings.	E
An enabler, someone who pro-actively works with ELT to understand what their business drivers are, where they can unblock any issues for them and help plan and unlock resources.	E
Effective communicator, using a flexible range of skills. Open and engaging, communicating widely and often.	E
Experience in merger/post-merger integration.	D
Experience of promoting equality and diversity in all aspects of employment and service delivery.	E

Qualifications	
Educated to degree level with relevant and active professional membership.	E
Qualified Chartered Accountant (ACA, ACCA, CIMA or CIPFA).	E

Experience and Professional Development	
Extensive financial leadership at Executive Director Level or equivalent.	E
Experience of contributing proactively to the work of Boards and Committees including the ability to contribute to discussions openly with appropriate insight and gravitas and build productive working relationships with non-executive Board members.	E
Experience at Executive Director level or equivalent within the Housing Sector.	D
Proven record of designing and implementing financial management strategies which incorporate leading financial, treasury and risk aspect within an organisation of similar complexity.	E
Experience of developing, implementing and maintaining effective systems of internal control and risk management.	E
Experience in a regulated business environment.	D
Client focused – translates what they mean practically for the business.	E
Experienced in and committed to continuous improvement.	E
Experience in strategic and operational planning and policy implementation including driving financial performance and operational efficiency.	E
Experience in complex Treasury Management, loan portfolios and working with lenders.	D
Evidence of ongoing Continuous Professional Development (CPD) throughout career.	E
Experience in a company secretary role including governance arrangements.	D
Experience in external and internal audit and management of audit programs.	E
Experience of leading teams through M&A or major restructuring.	D

Skills and Knowledge	
Knowledge and understanding of managing complex financial matters.	E
Up to date knowledge or understanding of key accounting issues impacting the housing sector.	D
Knowledge of financial legislation and its application.	E
Strong skills on systems and data.	E
An understanding of development and regeneration finances.	D
Ability to instruct/liase with consultants, contractors and other departments at all levels.	E

Ability to work under pressure, while managing multiple programmes and prioritising effectively.	E
Knowledge and experience of finance systems and of using Microsoft packages.	E
Knowledge of Commercial Real Estate	D

General	
Commitment to the values, aims and objectives of Beacon and upholding its reputation.	E
Enhanced Disclosure and Barring Service (DBS) check.	E
May require flexibility for occasional evening meetings and will be able to work flexibly guided by the needs of team/colleagues, our tenants and the business.	E
Commitment to personal development and developing the role and skills of the team.	E

Next steps

If this seems the job for you can apply online 24/7 right up until **9 a.m. on Monday 6th October 2025**.

If you'd like to chat to us about the role before you apply, please contact Luke Takeuchi, Deputy CEO on 07458 135155.

You can save your application progress through our online application system so you don't need to do the entire thing in one go. We are not accepting CV's for this vacancy.

Here's a whistlestop tour of our typical recruitment process so you know what to expect:

- Complete and submit the application form online before the closing date and time shown.
- We'll review all applications and let you know whether or not you've been shortlisted.
- If you are, we'll invite you to come and meet us for an Assessment Day on either **20th or 21st October**. Please ensure you are available for these dates prior to applying as we will not be able to offer alternative dates.
- If you're successful, we'll make you an offer.
- Once you've accepted our offer, we'll follow up your references and check your eligibility to work in the UK – if the role requires it, we'll also carry out a DBS check.
- Once that's all done, we'll send you a contract and confirm your start date.
- Welcome to **#TeamBeacon!** There's a 6 month probationary period from your start date and your manager and HR will support you throughout.

Our benefits

Beacon offers a wide range of benefits including:



Hybrid Working. Minimum of 2 days in the Swansea Office.



30 days annual leave, plus an additional 2 days leave at Christmas!



Enhanced family friendly leave, including paid dependency leave.



Defined contribution pension with included life assurance of 3 times your salary.



Private Health Care and enhanced company sick pay



Payment of professional membership fees

Want to see the full range of benefits?
Visit beacon.cymru/jobs

