



Executive Director of Resources

Habinteg
Accessible homes. Independent lives.



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Welcome

Thank you for your interest in Habinteg Housing Association and this exciting new executive role.

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Habinteg is a national organisation with a clear, longstanding commitment to accessible housing. Our purpose is to provide accessible homes in inclusive neighbourhoods that welcome and include everyone, while also influencing the sector at large to improve housing opportunities for disabled people through more inclusive and thoughtful design, policy and practice. This dual focus on delivery and advocacy is central to who we are.

Over the past two years, the organisation has been through a period of significant change and progress. Following our return to a G1 regulatory rating, we are now in a position of greater stability and confidence, with strong foundations across governance and financial management. We have also launched our

new corporate strategy to 2030 and now have the opportunity to create this new role within the Habinteg Executive Team.

The focus for the Executive Director of Resources will be on maintaining strong financial discipline, ensuring consistent delivery against our plans, and providing clear assurance to the Board. The role will also lead our corporate services functions and support key areas of organisational development, including a significant IT change programme and ambitious future investment and growth plans.

You will be joining a small, committed Executive Team that works closely together in a collaborative and supportive way. As an organisation with a national footprint, we operate with a flexible, largely home-based working model, complemented by regular in-person engagement to maintain alignment and connection. This requires leaders who are comfortable working



with autonomy, while remaining visible, engaged and accountable.

We are looking for someone with strong social housing sector experience, sound judgement and the ability to operate credibly at Board level. Just as importantly, we are seeking a colleague who will contribute positively to our team, share our values and support the organisation in delivering its purpose.

If you are motivated by the opportunity to play a key leadership role in a special organisation with a bright future, a brand-new corporate strategy, and a clear social mission, we would love to hear from you.

Martin Warhurst, Chief Executive Officer

Executive Director of Resources

Role Description

Responsible to:

Chief Executive

Direct Reports:

- Head of Finance
- Head of IT
- Head of Corporate Risk & Assurance

Professional / Dotted Line:

- Head of People



1. Role purpose

- 1.1. The Executive Director of Resources provides strategic leadership for Habinteg's corporate resource functions, including Finance, IT, Data, Performance, Governance, Risk, and People Services.
- 1.2. As a member of the Executive Management Team, the postholder will ensure the organisation has the financial resilience, governance assurance, digital capability and organisational infrastructure required to deliver Habinteg's strategic objectives.
- 1.3. The Executive Director of Resources will act as the organisation's most senior financial professional, ensuring strong financial stewardship, regulatory compliance and effective management of corporate resources.
- 1.4. The role will provide strategic advice and assurance to the Board and its Committees on financial performance, governance, risk management and organisational sustainability.

2. Key Tasks and Responsibilities

Executive leadership

- 2.1. Act as a member of the Executive Management Team, contributing to the strategic leadership and direction of the organisation.
- 2.2. Work with the Chief Executive and Executive colleagues to develop and deliver Habinteg's corporate strategy, financial business plan and organisational priorities.
- 2.3. Provide visible leadership to promote a high-performance culture, strong governance and effective use of organisational resources.
- 2.4. Support organisational decision-making by providing robust financial insight, governance assurance and strategic advice.
- 2.5. Promote a culture of accountability, collaboration and continuous improvement across corporate services.

3. Financial Strategy and Stewardship

- 3.1. Lead the development and delivery of Habinteg's financial strategy, business planning and long-term financial sustainability.
- 3.2. Ensure robust financial management arrangements including budget setting, financial forecasting, treasury management and financial controls.
- 3.3. Oversee preparation of the organisation's statutory accounts, financial reporting and regulatory returns.
- 3.4. Maintain effective relationships with lenders, auditors (internal and external), regulators and financial advisers.
- 3.5. Lead the organisation's value for money strategy, ensuring resources are used efficiently and effectively.
- 3.6. Ensure compliance with relevant financial regulations and regulatory standards.

4. Governance, Risk and Assurance

- 4.1. Provide strategic leadership for Habinteg's governance framework, corporate assurance and risk management arrangements.
- 4.2. Ensure compliance with the Regulator of Social Housing Governance and Financial Viability Standard.
- 4.3. Oversee the organisation's corporate risk management framework, ensuring risks are identified, monitored and mitigated.
- 4.4. Lead the delivery of the internal audit programme and ensure recommendations are implemented.
- 4.5. Ensure effective governance support for the Board and Committees, including preparing and presenting reports and papers.
- 4.6. Ensure organisational policies, regulatory returns and governance processes remain robust and compliant.
- 4.7. Responsible for data protection and liaison with the Information Commissioners Office and coordinating Subject Access Requests and compliance with the requirements of STAIRS.

5. IT, Data, Digital & Technology

- 5.1. Provide strategic oversight of Habinteg's IT infrastructure, overseeing delivery of the Data, Digital & Technology Strategy.
- 5.2. Ensure systems support operational efficiency, organisational resilience and business intelligence.
- 5.3. Ensure robust arrangements for cyber security, data protection and information governance.
- 5.4. Support digital transformation initiatives that improve organisational performance and service delivery.
- 5.5. Ensure performance reporting processes are operating effectively.



6. People and Organisational Capability

- 6.1. Provide strategic oversight and professional leadership for the organisation's People function.
- 6.2. Work closely with the Head of People to support workforce planning, leadership development and organisational capability.
- 6.3. Ensure HR policies and practices support staff engagement, organisational performance and a positive workplace culture.
- 6.4. Promote a culture that supports inclusion, wellbeing and continuous professional development.

7. Board and External Stakeholder Engagement

- 7.1. Prepare and present reports to the Board and relevant Committees, including Audit & Risk Committee, People Culture and Governance Committee and Investment Committee.
- 7.2. Provide strategic advice to Board members on financial performance, governance, risk and organisational sustainability.
- 7.3. Maintain strong relationships with regulators, lenders, auditors and external advisors.

8. General

- 8.1. Ensure all corporate functions operate in accordance with Habinteg's policies, procedures and regulatory requirements.
- 8.2. Promote Habinteg's values, mission and commitment to Diversity, equality, inclusion and belonging.
- 8.3. Act as a role model for the organisation's leadership behaviours.
- 8.4. To take on any other duties as may be required that are commensurate with this role.



This Job Description does not form part of the post holder's contract. This job description may be periodically reviewed to take account of changing demands.

Person specification

Experience & qualifications

1. Qualified accountant with membership of a CCAB recognised professional body (ACA, ACCA, CIMA, CIPFA or equivalent).
2. Evidence of continuing professional development.

Skills & abilities

3. Significant senior leadership experience overseeing corporate resources functions including finance, governance, IT and people services.
4. Proven track record of successfully leading financial strategy, governance, risk management and assurance frameworks.
5. Experience advising Boards and Committees on financial, governance and risk matters.
6. Experience operating in a regulated environment, ideally within housing, public sector or social enterprise.
7. Experience of leading or overseeing corporate functions such as finance, governance, IT and HR.
8. Experience working as part of an effective Executive or Senior Leadership Team.
9. Strong financial and commercial acumen.
10. Strategic leadership capability.
11. Strong understanding of governance, assurance and risk management frameworks.



12. Ability to interpret and analyse complex financial and organisational information.
13. Excellent communication and influencing skills.
14. Ability to present complex information clearly to Boards and senior stakeholders.

Personal attributes

15. Acts with integrity and builds high levels of trust.
16. Committed to Diversity, equality, inclusion and belonging.
17. Champions innovation and encourages new ideas.
18. Resilient and able to operate effectively under pressure.
19. Collaborative and inclusive leadership style.
20. Transparent and open in communication and decision making.

Salary and reward package

Salary

- **Salary:** £131,777 per annum
- **Pension Contributions:**
Employer matched up to 10% of salary

Probation period and notice period

- **Probation:** 6 months
- **Notice period:** 6 months

Flexible working and location

- Our primary office locations are Leeds (Chapman House, BD11 1DR) and London (City Road, EC1V 2PR)
- We operate a hybrid working model, with meetings held via Microsoft Teams and in person at either office location. Other venues and locations are considered for Board meetings and away days
- **Base Location:** Leeds or London (to be agreed and dependent on location of applicant)

Benefits

- **Director annual leave:** 30 days + bank holidays, plus Habinteg Day (an extra paid day off each year)
- **Flexible/hybrid working** to support work life balance (role and service needs considered)
- **Professional fees:** One professional membership fee per year paid by Habinteg
- **Life insurance cover** 4x salary
- **Health & wellbeing:** Simplyhealth plan (cashback on everyday healthcare, plus access to GP and counselling)
- **Buy/sell leave (up to 5 days)** and a range of additional leave options
- **Professional development** investment (leadership, housing and role-related qualifications)
- **Travel benefits:** Cycle to Work and access to interest-free loans (e.g. season ticket; car loan subject to criteria)



How to apply

The role is being managed by our recruitment partner, Allcroft Associates

For a confidential conversation, please contact Jim Allcroft, Managing Director, E: jim@allcrofta.com T:07783 701 922

Applications should be made via email to jim@allcrofta.com and must include on separate documents:

- A letter of application setting out your interest in the role
- A comprehensive curriculum vitae (CV)
- A completed Diversity form (available for download from our microsite)

Closing date for applications: 14 June 2026

Final stage interviews will be held in person in Bradford or London during w/c 29 June 2026.

We are committed to building a diverse and inclusive organisation and we actively welcome applications from candidates of all backgrounds, particularly those underrepresented in leadership roles in the housing sector, including candidates from ethnically diverse backgrounds, disabled candidates, LGBTQ+ candidates and people with caring responsibilities. If you require any reasonable adjustments at any stage of the recruitment process, please let us know and we will be happy to discuss how we can support you. We can provide information in alternative formats and make adjustments to the assessment and interview process.

