

REGULATOR OF SOCIAL HOUSING (RSH) ROLE PROFILE

Role	Financial Analyst	Directorate	Regulatory Engagement
Reports To	Financial Analysis Manager	Section	
Post Reference		Grade	16

Purpose of the Role

The Financial Analyst delivers effective regulation for assigned Registered Providers to gain assurance that they are well governed and financially viable and that the economic standards are being met.

The role contributes to the delivery of the regulation work programme and this supports the Regulator of Social Housing (RSH) to discharge its statutory duties and achieve its purpose of promoting a viable and well-governed social housing sector able to deliver homes that meet a range of needs.

Main Duties and Key Accountabilities of the jobholder

Key Accountabilities:

1. To develop and manage credible regulatory relationships with assigned providers with the objective of gaining assurance on the regulatory standards. Ensure that effective management of relationships underpins the objective of ensuring that providers are financially viable, properly governed, delivering value for money and managing the risks inherent in their business plans.
2. Support the Senior Financial Analysis Manager, Senior Regulatory Engagement Manager and Financial Analysis Manager in delivering effective regulation for the assigned portfolio via a matrix management approach.
3. Deliver risk-based regulation in accordance with corporate policies and procedures and to agreed quality standards whilst proactively maintaining the appropriate knowledge and skills required to deliver.
4. Deliver targeted and proportionate regulatory assessments and interventions for assigned providers mainly but not solely focussing on financial and VFM issues

Main Duties:

1. Contribute to the delivery of a programme of high-quality regulatory engagement and assessments which is joined up, risk-based and focused on ensuring compliance with the economic standards.
2. Ensure that corporate approaches to quality assurance and control are consistently applied and that all outputs meet agreed quality standards.
3. Taking direction from the Financial Analysis Manager, ensure that workload is prioritised based on the risk profile of the provider and established work programmes.
4. Act as an RSH representative in meetings and communicating directly with designated providers ensuring that key regulatory issues, in particular those related to financial concerns reach a positive conclusion and that in turn, social housing assets are protected.
5. Ensure accurate and timely recording of decisions and project monitoring information relating to regulatory tasks to agreed quality standards to support effective evidencing of the outputs and outcomes of the Team's work.
6. Support the ongoing development of Regulatory Engagement and contribute to the corporate priorities of the wider RSH

Working Relationships and Contacts

External Relationships:

- Board members, Executive Teams and other staff of registered providers to challenge performance and discuss areas of potential or actual non-compliance with standards and in-depth financial viability and governance issues.

Internal Relationships:

- Regulation colleagues as a key member of the Regulatory Engagement Team responsible for the delivery of effective regulation
- RSH staff outside the Regulatory Engagement Team to support the delivery of joint initiatives and provide advice and support where there are recognised interdependencies.

Core Job Skills

Qualifications:

- CCAB financial qualification or equivalent with a recognised competence and experience in financial regulation or financial management.

Knowledge, Skills & Experience:

- Experience of delivering results in a regulatory, financial or assurance-based environment.
- Critical and analytical evaluation skills, with ability to exercise sound professional judgment and reach conclusions.
- Experience of managing credible relationships with staff at senior levels both internally and externally.
- Awareness of the principles of good corporate governance and associated constitutional issues
- Well-developed understanding of the principles of risk management and of the financial and business planning issues facing organisations within the housing sector
- Experience of financial modelling skills and the ability to use and manipulate data using spreadsheet applications.
- An understanding of the housing and financial markets and wider macroeconomic policy
- An understanding and commitment to the principles of modern regulation as represented by the co-regulatory approach.
- The ability to work across team boundaries in a collaborative and inclusive way.
- Excellent communications skills, report writing, project monitoring and presentation skills including the ability to present technical information to non-specialists

General Responsibilities

- To adhere to RSH's Equality and Diversity and Equal opportunities policies in all activities and to actively promote equality of opportunity.
- To be responsible for your own health and safety and that of your colleagues and all others in the workplace, in accordance with RSH Health and Safety policies.
- To demonstrate RSH core values in all working relationships within the workplace
- To work in accordance with RSH's Data Protection Policies and adhere to RSH's Freedom of Information policies where appropriate.
- To undertake such other duties as may be reasonably expected