

REGULATOR OF SOCIAL HOUSING (RSH) ROLE PROFILE

Role	Senior Financial Analysis Manager	Directorate	Regulatory Engagement
Reports To	Assistant Director Regulatory Engagement	Section	Regulatory Engagement
Post Reference		Grade	19

Purpose of the Role

The Senior Financial Analysis Manager leads a team of financial analysis staff to deliver effective regulation for an assigned portfolio of Registered Providers, gaining sufficient assurance that they are well governed and financially viable and that the regulatory standards are being met.

The Senior Financial Manager is responsible for directing resources to gain the appropriate depth and scope of assurance for the teams' portfolio of registered providers. Directly leading and/or overseeing the work carried out on the large, high risk and complex providers and overseeing the work of Financial Analysis Managers, Financial Analysts and Senior Financial Support Analysts on other providers within the assigned portfolio to ensure that the work is carried out to achieve the appropriate scope and depth in relation to risk profiles, identified and potential exposures and the complexities of the Registered Provider business model.

Working with Regulatory Engagement staff via a matrix management approach to gain a rounded judgement of compliance with regulatory standards that is externally published.

The Senior Financial Analysis Manager is a leadership position that is responsible for supporting the ongoing development of the RSH's financial regulatory approach and directing financial analysis resources to ensure that the work programme can be delivered. This supports the RSH to discharge its statutory duties and achieve its purpose of promoting a viable and well-governed social housing sector able to deliver and maintain homes of appropriate quality 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 an assigned portfolio of the most complex and/or largest providers and other providers with the objective of gaining sufficient evidence and assurance on compliance with the regulatory standards; Ensure that effective management of relationships permeates throughout the team with the objective of ensuring that providers are financially viable, properly governed, delivering value for money and managing the risks and any exposures inherent in their business plans.
2. Lead the management of a team of financial analysis staff, ensuring that resources are appropriately deployed to deliver risk-based regulation in accordance with corporate policies and procedures and to agreed quality standards and that corporate approaches to performance management, staff development and talent management are consistently applied across the team.
3. Supporting the Assistant Director of Regulatory Engagement in maintaining oversight of the team engagement with Registered Providers and those that fall within the Regulator's priority criteria, to ensure the work is carried out to achieve the appropriate scope and depth in relation to risk profiles, identified and potential exposures and the complexities of the Registered Provider business model.
4. Contribute specialist expertise to support the development of the financial regulatory approach and the skills development of financial analysis and other staff from across the directorate.

Main Duties and Key Accountabilities of the jobholder

Main Duties:

1. Manage the team ensuring that the allocation of the team's resources is based on the risk profile of the provider and established work programmes. Ensure appropriate use of skills, knowledge and experience of the team applying corporate policies and procedures on performance management, staff development and talent management.
2. Manage and 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 regulatory standards. Including reporting on progress against agreed programmes, explaining the rationale behind published judgements and the quality control of the work of others.
3. Ensure that corporate approaches to quality assurance and control are consistently applied to the team's work and that all the team's outputs meet agreed quality standards. Including the evaluation of outputs as part of the quality assurance process.
4. Act as a senior RSH representative in meetings and communicating directly with providers ensuring that key regulatory issues, in particular those related to technical or complex, novel or contentious 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 enable effective evidencing of the outputs and outcomes of the Regulatory Engagement Team's work.
6. Work in partnership with the Investigation and Enforcement team to ensure a coordinated and consistent approach to providers where there are actual or potential issues of non-compliance with the Regulatory Framework.
7. Support the management and ongoing development of the directorate and contribute to the corporate priorities of the wider RSH.
8. Support the RSH's stakeholder engagement programme by representing the regulator at speaking engagements and at relevant national and regional forums.

Working Relationships and Contacts

External Relationships:

- Board members and Executive Team members 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.
- Lenders and their representatives to discuss financial issues relating to Registered Providers.
- Professional Institutes and Advisors to maintain an up to date knowledge of the matters affecting the sector.
- Other stakeholders as part of the Regulation and wider RSH stakeholder engagement plan.

Internal Relationships:

- The Senior Regulation Engagement Managers and peers to determine the appropriate deployment of resources to ensure joined-up regulation is delivered.
- The assurance and business improvement team to ensure the consistent application of agreed quality standards and activity planning processes.
- Regulation Staff as a member of the Regulation Leadership team that sets standards and models exemplar behaviours for others to follow.

Core Job Skills

Qualifications:

- CCAB financial qualification or equivalent with a recognised competence and experience in financial regulation or financial management.
- Educated to degree level in a relevant subject, or equivalent experience.

Knowledge, Skills & Experience:

- Track record of delivering results in a financial or assurance-based environment.
- Excellent track record of applied strategic thinking capability.
- Excellent financial modelling skills and highly developed critical and analytical evaluation skills, with ability to exercise sound professional judgment and reach conclusions.
- Able to manage workload effectively across a team, develop practical solutions to problems whilst balancing multiple issues and priorities appropriately.
- An understanding and commitment to the principles of modern regulation as represented by the co-regulatory approach.
- Experience of managing relationships at senior, Executive and Board levels with authority and credibility.
- Experience of dealing with issues in the context of the principles of good corporate governance and associated constitutional changes.
- Able to evaluate how organisations have applied the principles of risk management and of the financial and business planning issues facing organisations within the housing sector.
- Excellent oral and written communication skills effective for a wide range of audiences.
- Experience of people and programme management with a proven ability to inspire staff and leading a dispersed team to deliver, within a matrix management approach.
- Able to work across team boundaries in a collaborative and inclusive way.

General Responsibilities

- To adhere to the 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 the RSH Data Protection Policies and adhere to the RSH Freedom of Information policies where appropriate.
- To undertake such other duties as may be reasonably expected