Group Accounting Manager

Directorate: Group Finance
Reports to: Department Head
Direct reports: Two

Our purpose is to invest in homes and relationships so people can thrive. We believe every customer has a fundamental right to a home that is safe, secure, and warm, and we will never compromise on delivering homes that meet, and exceed, these standards.

The part I play

I lead direct reports and take accountability for the quality and timeliness of our work, while supporting the wider Group Reporting team. I will independently manage delivery of Flagship's financial reporting and the BFL Group consolidation, setting priorities and reviewing work to ensure accurate, well-controlled reporting.

I will bring strong group accounting skills and sound FRS 102 knowledge, ideally complemented by knowledge of the Housing SORP, to guide the team across entity reporting, balance sheet controls, fixed assets, tax compliance and audits.

I will develop my team through coaching and feedback, delegating effectively while remaining accountable for delivery. I will build Group relationships, share expertise and resolve issues collaboratively, escalating material risks when needed. Together, we will improve processes and provide reliable information so colleagues can make sound decisions and use resources well for customers.

My accountabilities are:

- Manage direct reports, set objectives and coach them to deliver and develop.
- Lead and review Flagship accounts and analysis to meet reporting deadlines.
- Oversee consolidation journals and intercompany checks, resolving differences.
- Review balance sheets and aged balances to strengthen controls.
- Oversee fixed assets and tax compliance with HMRC and advisers.
- Lead audit delivery and statutory accounts evidence to meet deadlines.
- Assess controls, resolve gaps and improve processes, data and audit trails.

My essential capabilities, knowledge and experience are:

- Qualified accountant or equivalent experience. ACA, ACCA or CIMA desirable.
- Strong group accounting and FRS 102 skills. Housing SORP knowledge desirable.
- Entity accounts, consolidation, fixed assets, tax/VAT, audit and control experience.
- People management, coaching and delegation skills. Able to review work and manage team priorities.
- Sound judgement, clear communication and analytical accuracy. Advanced spreadsheets, finance systems and data analysis.

Decision making and key relationships

I will set team priorities, delegate and review work, and manage performance within Group policies. I will recommend accounting treatments and control improvements.

I will escalate material judgements, unresolved differences, delivery risks and significant control or compliance issues. Budget responsibility remains to be confirmed.

I will work with Flagship, Group Reporting, BFL finance teams, Finance Business Partners, Financial Control, Treasury, Tax and Development, alongside auditors, HMRC and advisers.

Additional requirements

I am able to work from a Group office two to three days each week, with additional attendance for business meetings, key reporting activities and peak periods.

I am willing to complete standard pre-employment checks and verification of relevant professional qualifications.

I am ready to take on reasonable duties and projects appropriate to the role as business needs change.

Big Four or comparable firm experience is preferred. Large-group or regulated-sector experience is advantageous.

Our values

Our values were co-created with more than a thousand colleagues and customers, making them a true reflection of who we are and where we are heading.

They capture how we work, how we treat each other, and how we make a difference for our customers and for one another.



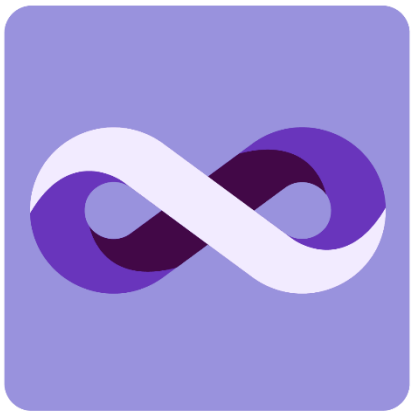
Customer driven

We put people first, listening with empathy and acting with purpose, going beyond to help people thrive in their homes and make this a great place to work.



Ambitious

We are relentless in delivering excellence, sparking innovation and creating meaningful, lasting impact for our customers, colleagues and generations to come.



All in

We succeed together, showing commitment, taking accountability and collaborating to achieve the best outcomes for our customers and colleagues.

Inclusion statement

I value different perspectives and support fair, accessible ways of working. This document is not exhaustive and may evolve.