



Head of Finance and Performance Recruitment pack

March 2026



www.berneslaihomes.co.uk

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Welcome letter

Thank you for considering this key role with us here at Berneslai Homes. I hope this pack provides useful insight into who we are and what we're seeking in our new Head of Finance and Performance.

At Berneslai Homes, we're responsible for managing around 18,000 homes on behalf of Barnsley Council. We support tenants and work together to create thriving communities.

We're a key community anchor organisation with a strong reputation and high visibility across our neighbourhoods. Our heritage is one of deep roots in the past but with eyes on the future - we're passionate about changing people's lives for the better.

We're extremely proud that Barnsley Council, in partnership with Berneslai Homes, became the first local authority partnership in the UK to receive a top-tier C1 grading from the Regulator of Social Housing, recognising our delivery of high-quality housing services, strong tenant engagement, and effective governance. [You can read about this on our website.](#)

The environment for social housing providers continues to present significant challenges. At Berneslai Homes, every team member is committed to living our core values - the 3Cs: Customer First, Can Do, and Curious. These principles are embedded in everything we do, and it's essential that you can demonstrate them in your role.

As Head of Finance and Performance, you'll work closely with the Executive Management Team and play a key role in the Senior Management Team to ensure that strategic and local objectives are achieved for our tenants and the wider community.

Should you require more information, please do not hesitate to get in touch with our key contact – details can be found on page 5 of this pack.

Best wishes,
Rachel Taylor
Executive Director of Resources



Your application

Thank you very much for your interest in this position at Berneslai Homes.

On the following pages you'll find further details of the role and the selection process to assist you in completing and tailoring your application.

To apply, we'll need the following from you:

- An up to date CV setting out your career history, with key responsibilities and achievements. Please also include details of all roles that you currently hold.
- A statement of suitability (no longer than two pages) explaining:
 - Your motivation for applying for this role.
 - How your personal skills, qualities, and experience provide evidence of your suitability for the role with particular reference to the information included in this pack.
- Your home, mobile, and email contact details, and let us know of any dates when you're not available or if you may have difficulty with the indicative schedule.
- The names, positions, organisations, and contact details for two referees - one should be for your current or most recent position. We wouldn't approach these referees before the shortlist stage, and only with your permission. If you don't want us to approach your referees at any stage, please state this clearly.
- In addition, to be considered for the role, you'll be asked to complete a diversity monitoring form.

Please send the above to Georgia Pilkington, People Advisor by emailing georgiapilkington@berneslaihomes.co.uk by 12 noon on Monday 13 April.

If you'd like a confidential discussion about this opportunity, please email Rachel Taylor, Executive Director of Resources, at racheltaylor@berneslaihomes.co.uk.

Key dates and selection process

The key dates for the recruitment schedule are detailed below.

Closing date	13 April 2026 at 12 noon
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Preliminary interviews with the Executive Director of Resources / People and Culture Manager	w/c 20 April 2026
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On site interview and presentation to representatives of the Senior Management Team	w/c 4 May 2026
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If you're unable to attend meetings on any of the indicative dates above, please contact Georgia Pilkington, People Advisor by emailing georgiapilkington@berneslaihomes.co.uk before making an application.





About us

Berneslai Homes is a local authority housing company, responsible for managing around 18,000 homes on behalf of Barnsley Council. We were established in December 2002 and employ over 500 colleagues.

Our vision and values

Our vision is: Creating great homes and communities with the people of Barnsley.

Everyone who works for Berneslai Homes embraces our 3Cs values and applies them to their role:



Our Strategic Plan 2021-31 'Roots in the past, eyes on the future', focuses on how we can build for the future by supporting our local communities, listening to our customers, and keeping an eye on the external environment, assessing and acting on the challenges and opportunities we face.

Job description

Head of Finance and Performance

Salary

£68,076 to £73,366

Responsible to

Executive Director of Resources

Directorate

Resources

Supervisory responsibility

See structure on page 16

Budget responsibility

£1.27m budget. Responsible for the effective accounting and reporting for £41.6m (Berneslai Homes, HRA Capital, and Repairs and Maintenance Budget)

Purpose of post

Provide strategic leadership for Finance, Procurement, and Performance and Improvement services as a key member of the Senior Management Team.

To make sure our vision, priorities and values are actively promoted and delivered in collaboration with stakeholders and the Executive Management Team.

Duties and responsibilities

As part of the Senior Management Team:

- 1 To provide the Board, Committees, Executive Management Team and Senior Management Team with timely and accurate financial and performance information, to enable effective monitoring and informed decision making.
- 2 To prepare annual financial statements to meet statutory deadlines. To lead the preparation and approval of budgets for Berneslai Homes and the Housing Revenue Account (HRA) and deliver effective monitoring of financial performance against budgets to improve decision making, provide assurance and ensure accountability.
- 3 To ensure Berneslai Homes receives an effective procurement (and stores) service, meeting statutory requirements and delivering value for money.
- 4 To identify and effectively mitigate strategic and operational risks relating to finance, performance and procurement.
- 5 Create high performing, professional and diverse teams, fostering a culture of continuous improvement, to enable the delivery of a first-class service for tenants and a positive organisational culture.
- 6 Establish and maintain effective strategic partnerships and a strong governance framework.
- 7 Lead major change programmes ensuring effective risk management.
- 8 Play a key role in the Senior Management Team to ensure that strategic and local objectives are achieved for Finance, Procurement and Performance and Improvement.
- 9 Develop and implement data driven strategies, plans and policies to support the successful delivery of the organisation's Strategic Plan.
- 10 Provide strong leadership to ensure the efficient and effective delivery of services within financial constraints whilst seeking best value for money.
- 11 To develop, implement and embed an effective performance management framework enabling Berneslai Homes to achieve its vision, strategic objectives, values, regulatory and statutory requirements.
- 12 To lead effective business partnering services to enable Berneslai Homes to achieve its strategic objectives, financial sustainability and demonstrate value for money.
- 13 Develop, implement and embed effective strategies for financial sustainability, value for money and procurement which enable Berneslai Homes to achieve its vision, strategic objectives and values.
- 14 To facilitate and manage effective partnerships, including (but not limited to) the council, external audit, and corporate assurance.

To comply with the following corporate responsibilities:

- 1 To ensure a customer-focused approach is adopted in all aspects of the service.
- 2 To ensure that the needs of customers both internal and external are met by providing the best quality of service.
- 3 To assist in the development of and implementation of good working practices in line with Berneslai Homes Health and Safety and Equality and Diversity policies.
- 4 To deal with sensitive information with regard to confidentiality, data protection and freedom of information.
- 5 To maintain information systems in line with service requirements.
- 6 To participate in the identification of training requirements and undertake training and development in line with agreed Personal Development Reviews (PDRs).
- 7 To ensure a pro-active approach is taken to equality and diversity issues.
- 8 To attend meetings/team briefings/staff conference as and when required with internal and external bodies.
- 9 To provide support to other members of the directorate as required.
- 10 To effectively communicate Berneslai Homes Core Competences.
- 11 Ensure compliance with Berneslai Homes Financial Regulations.
- 12 To be willing to work outside normal office hours should the situation arise.
- 13 To undertake any other duties commensurate with the grade and falling within the scope of the post as requested by management.





Employee specification

Qualification requirements

Number	Criteria	Measured by
1	A CCAB Qualified Accountant	CV
2	Evidence of continuing professional development and leadership development.	CV

Inspirational attitude

Number	Criteria	Measured by
3	An inspirational leader that leads by example to create a positive working environment that instils confidence and earns respect of colleagues.	CV
4	Personal and professional credibility, high level of probity and integrity.	CV

Achieving a high performance culture

Number	Criteria	Measured by
5	High professional standards, has the ability to work autonomously at a senior level within broad parameters.	Interview/CV
6	Ability to develop and manage a high-performance culture with continuous improvement as a key feature.	Interview/CV
7	Experience of working in a fast-paced environment with the ability to demonstrate a high degree of resilience.	Interview/CV

Change and innovation

Number	Criteria	Measured by
8	Ability to think and plan strategically, adapt positively to change and deliver strategies to achieve a successful outcome.	Interview

Development of people

Number	Criteria	Measured by
9	Excellent leadership, coaching and management skills with a collaborative style and ability to challenge constructively. Strong commitment to the personal development of self and others.	Interview/CV

Managing resources

Number	Criteria	Measured by
10	Ability to lead on the development, implementation and usages of effective systems (including IT) and processes to meet the requirements of the service.	Interview
11	Knowledge and understanding of not-for-profit / local authority context to enable organisational and service resources to be deployed to achieve excellent outcomes for customers.	Interview

Customer focused

Number	Criteria	Measured by
12	Experience of delivering services to deliver customer focussed outcomes for internal and external customers.	Interview
13	An understanding and commitment to equality, diversity and inclusion.	Interview

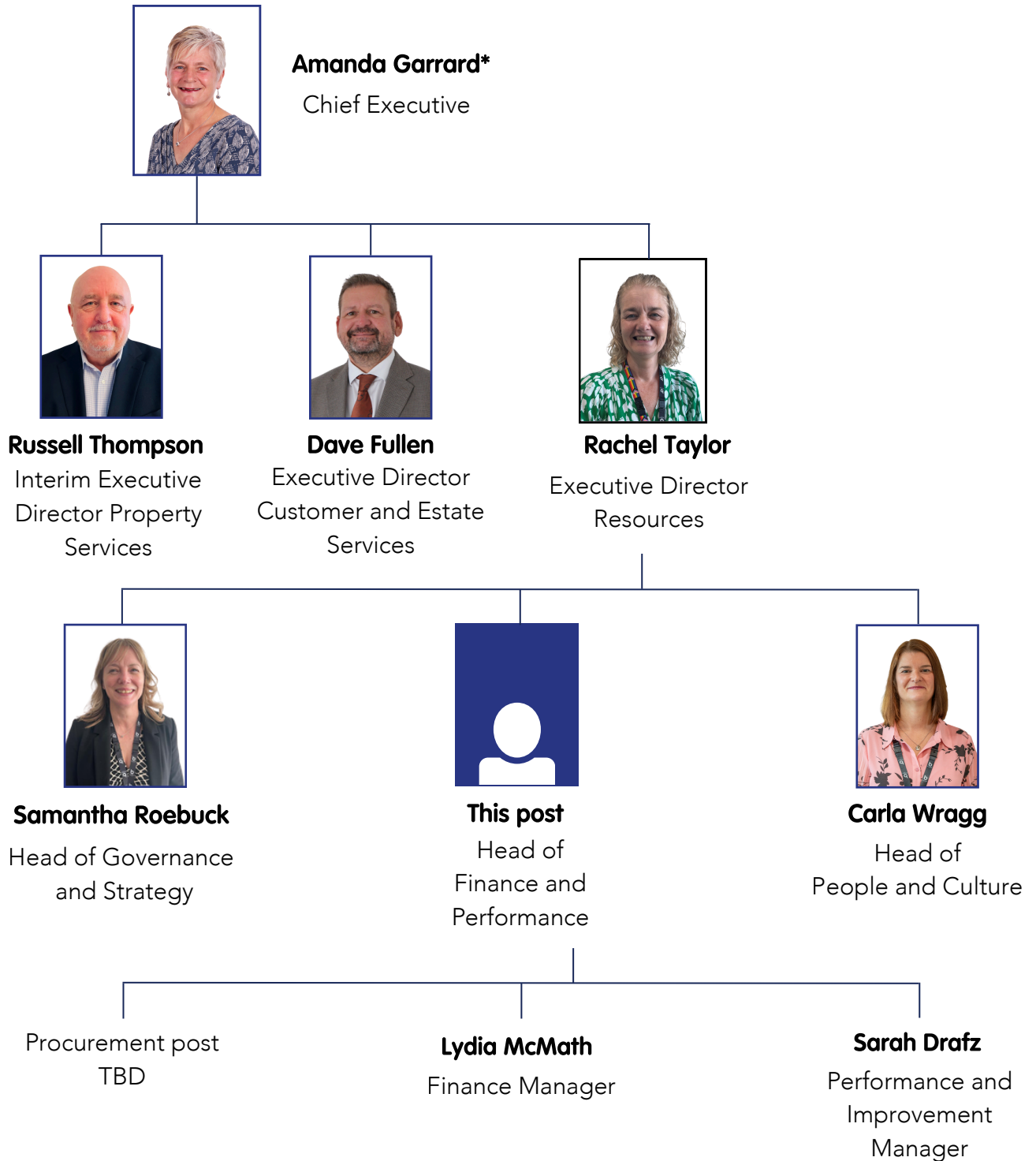
14	Ability to work flexible hours to meet the needs of the service.	CV
15	Ability to travel as necessary to meet the needs of the post.	CV

Communication

Number	Criteria	Measured by
16	A good communicator, with strong presentation skills and the ability to contribute to Board-level discussion. Excellent written communication skills with the ability to explain complex information and concepts to various audiences.	Assessment/ Interview
17	Ability to network and influence effectively at all levels.	Interview



Management structure



*Steve Feast will become our new Chief Executive from 1 April 2026.

Key terms and conditions



Annual leave entitlement

You'll have the opportunity to take up to 36 days leave, plus bank holidays.



Car usage

Mileage rates are payable in line with HMRC's approved mileage rates (currently 45p per mile).



Place of work

This post is based at Gateway Plaza, Barnsley. You can however work on an agile basis, including from home, in accordance with the requirements of the service.



Probation and notice period

The probation and notice period are six months and three months respectively. The probation period does not apply to existing employees.



Pension

Your pension will be with South Yorkshire Pensions Authority, with a current employer rate of 10.1%.



Professional fees

There is the opportunity for your annual fees to be paid to one professional body.



Hours of work

We offer a standard working week for full time employees of 37 hours. Due to the seniority of the post, there is a requirement for flexibility to meet responsibility needs.



Parking

Free parking is available at our Gateway Plaza office in Barnsley Town Centre.



www.berneslaihomes.co.uk



Berneslai Homes Limited is a company controlled by Barnsley Metropolitan Borough Council. A company limited by guarantee, registered in England and Wales, number 4548803
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