

## Director of finance and resources

### About Salix

Join us. Help deliver a greener future.

At Salix, our aim is to deliver decarbonisation, create clean power and lower energy bills for consumers.

We enable people to live in warmer and healthier homes and we help deliver resilient public buildings which are better places to work, visit or use. Our work means homes and buildings are cheaper to run as they benefit from cleaner and more sustainable energy.

We deliver and administer the government funding that unlocks greater energy efficiency and lower costs for councils, schools, housing associations, hospitals and universities.

We are a trusted delivery partner to the UK, Scottish and Welsh governments, regional combined authorities and public sector organisations across the country. But our role goes beyond funding and our impact through the Warm Homes Plan.

We provide practical expertise, support and insight throughout every stage of delivery, helping organisations turn ambition into real-world impact while shaping future policy and best practice along the way.

Driven by purpose and backed by decades of technical and delivery expertise, our teams work collaboratively to make complex programmes happen at scale. If you want to work somewhere where your ideas are valued, your development is supported and your work contributes to a greener future, we'd love to hear from you.

<b>Role</b>	<b>Director of finance and resources, interim 18-month contract, possibility of permanent role.</b>
Department/Location	<b>Finance / Manchester (preferred) or London</b>  We have teams across London and Manchester and this role will require regular travel between both sites
Reports to	<b>CEO</b>
Package	<b>£90K – up to £115K per annum</b> <ul style="list-style-type: none"> <li>• Contributory company pension scheme, with employer contributions</li> <li>• Generous life assurance coverage</li> <li>• Hybrid working – minimum one office day a week – and flexible working</li> </ul>

	<ul style="list-style-type: none"> <li>• 28 days annual leave</li> <li>• CSSC benefits platform</li> <li>• Cycle to work scheme</li> <li>• Employee support with public transport costs</li> <li>• Supported training budget for staff</li> <li>• Access to Employee Assistance Program</li> </ul>
Main purpose of role	<p>The Director of Finance and Resources is a member of the executive management team and is appointed to the Salix Finance Board. The holder has responsibility for delivering the company's strategic objectives across the finance, governance and internal audit functions.</p>
Key responsibilities	<ul style="list-style-type: none"> <li>• Delivering Salix's strategic objectives across the finance, governance, assurance, risk management and internal audit functions.</li> <li>• Managing a direct annual budget of ~£30m and administering ~£500m p.a. government funds.</li> <li>• Execute fiduciary duties as Board Director.</li> <li>• Budget management, control, accounting and timely reporting for both Salix's own operations and the schemes being delivered by Salix in line with government financial standards.</li> <li>• Leading on the promotion and delivery of good financial management within Salix to ensure that resources are safeguarded, used appropriately and provide value for money, ensuring compliance with Managing Public Money and Cabinet Office guidelines.</li> <li>• Ensuring an efficient and effective internal audit function that provides ARAC, the Board, DESNZ and executive management with independent and reliable assurance on the governance, controls and risks Salix faces and drives performance improvement.</li> <li>• Ensuring Salix's governance function provides an efficient and effective service to the Salix Board and its Committees and that robust governance arrangements are embedded throughout Salix to enable compliance with all the requirements of being a non-departmental public body as well as all relevant statutory, regulatory and legal requirements.</li> <li>• Lead, motivate and empower a team of circa 35 within the finance, governance, internal audit and</li> </ul>

	<p>fraud teams supporting their development and health and wellbeing.</p> <ul style="list-style-type: none"> <li>• Providing professional financial leadership.</li> </ul>
Skills and experience	<ul style="list-style-type: none"> <li>• Qualified accountant with a substantial track record of success in a senior finance leadership role.</li> <li>• Excellent and visible team leadership skills. This includes a strong focus on leading through change and periods of uncertainty, ensuring the team has the capability and capacity to support the organisation and the ability to hold people to account.</li> <li>• A track record of creating and maintaining strong professional relationships and using these to influence and challenge, including as a trusted advisor to the most senior stakeholders.</li> <li>• Strong evidence of strategic and creative thinking with proven success in leading in an environment of ambiguity, uncertainty and change, both at team and organisational level.</li> <li>• A strong intellect and a high degree of numeracy and financial proficiency.</li> <li>• Knowledge of HM Treasury guidance on financial accounting (Financial Reporting Manual), budgeting (Consolidated Budgeting Guidance) and Managing Public Money (MPM).</li> <li>• Senior public sector experience and/or experience on a public Board is a benefit.</li> </ul>
Key competencies <i>In common with all executives</i>	<ul style="list-style-type: none"> <li>• Develops and implements sustainable business strategies, thinks long term and externally to positively shape the organisation.</li> <li>• Anticipates the impacts of future trends and government policy changes on the organisation and acts accordingly.</li> <li>• Contributes to team spirit by serving as a positive role model. Without being asked, collaborates, and supports others as well as other areas of Salix.</li> <li>• Treats all individuals with respect, exceeding ethical norms and acting as role model for others.</li> <li>• Focus on delivering goals with actions that lead to task accomplishment whilst demonstrating appropriate quality concern throughout the process.</li> <li>• Good communicator.</li> </ul>

	<ul style="list-style-type: none"><li>• Embraces and delivers change, even when it's contrary to previous practices.</li><li>• Adopts a continuous improvement ethos</li><li>• Evaluates data to reach logical and pragmatic decisions.</li><li>• Intuitively and constantly seeks to ensure that public money is spent appropriately.</li><li>• Acts in a way which is accordance with public sector values and can provide reassurance if questioned on the efficacy of any decision.</li></ul>
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