



CLYDE VALLEY
GROUP

Finance & Corporate Services Director



Contents

[Welcome Letter from the Chief Executive](#)

[About Clyde Valley Group](#)

[Clyde Valley Group Structure](#)

[Your Application](#)

[Role Profile and Person Specification](#)

[Key Terms and Conditions](#)

Welcome

from the Chief Executive



Dear Candidate,

I am so pleased you have taken the time to review this recruitment pack, and you are considering this great opportunity to join us at Clyde Valley to be part of our Executive Team in this pivotal role.

I am looking for a leader who is positive in their approach and thinking, who prefers to seek solutions, and who believes in a collaborative, inclusive and supportive working environment across the organisation. A leader who brings positivity, ambition and can share in our culture of wellbeing and fun coupled with high standards and productivity. A leader who as part of our Executive Management Team believes in our vision and values and provides challenge to the status quo.

I joined Clyde Valley in March 2018 as Director of Finance and Corporate Services and was appointed as Chief Executive in August 2023, and I can honestly say you will feel so welcomed by the Clyde Valley team should you come and work with us. We are an organisation that is people centred with a caring culture where people want to do the best they can for our customers and their colleagues.

Founded in 1996 through a stock transfer of around 1,000 homes we have grown to almost 5,000 homes today through a number of small stock transfers and an ambitious new build programme since the early 2000s.

We recognise the pressures our customers face. As we continue to grow, we are setting ourselves the challenge of keeping our costs down, increasing how efficient we are and driving up productivity whilst continuing to improve the standards of our homes and communities our customers live in. You can help us do this.

Clyde Valley Housing Association wants every member of its team to realise their potential, so we can meet future challenges, spot new opportunities and deliver something exceptional for customers. We encourage and support professional development across Clyde Valley and have a really positive attitude to growing our people.

We seek colleagues who share our culture of effectiveness through collaboration, positivity and ambition and would really welcome your application.

Good luck in the process.

Carron Garmory

CHIEF EXECUTIVE

About Clyde Valley Group

Who We are

The Clyde Valley Group (CVG) is a thriving social business and registered charity recognised for innovative and partnership approaches to meeting community needs. Clyde Valley Housing Association (CVHA) is a Registered Social Landlord (RSL) partner in Lanarkshire and East Dunbartonshire. CVHA is the Group's main operating company and has a track record of delivering housing management, scheme development and high-quality housing services for a diverse range of customers. Our Group continues to grow, and we now own over 4,700 homes and provide factored services to more than 3,000 owners. We are proud that people see us very much as a local and regional landlord and employer. We make a notable difference to lives and communities, including to help meeting housing needs.

Our Vision



“ Shaping a brighter future by building vibrant, inclusive communities. ”

Our Values

BE all about the customer



Customers are our first priority and they drive everything we do and how we do it. This means we will make sure we know our customers well, do the right thing, and always deliver on our promises.

BE Inclusive



We create an environment where everyone feels comfortable and confident to be themselves, embracing differences and providing equitable opportunities for all.

BE caring



Most importantly we are people centred, we will listen and support customers and each other.

BE driven by excellence

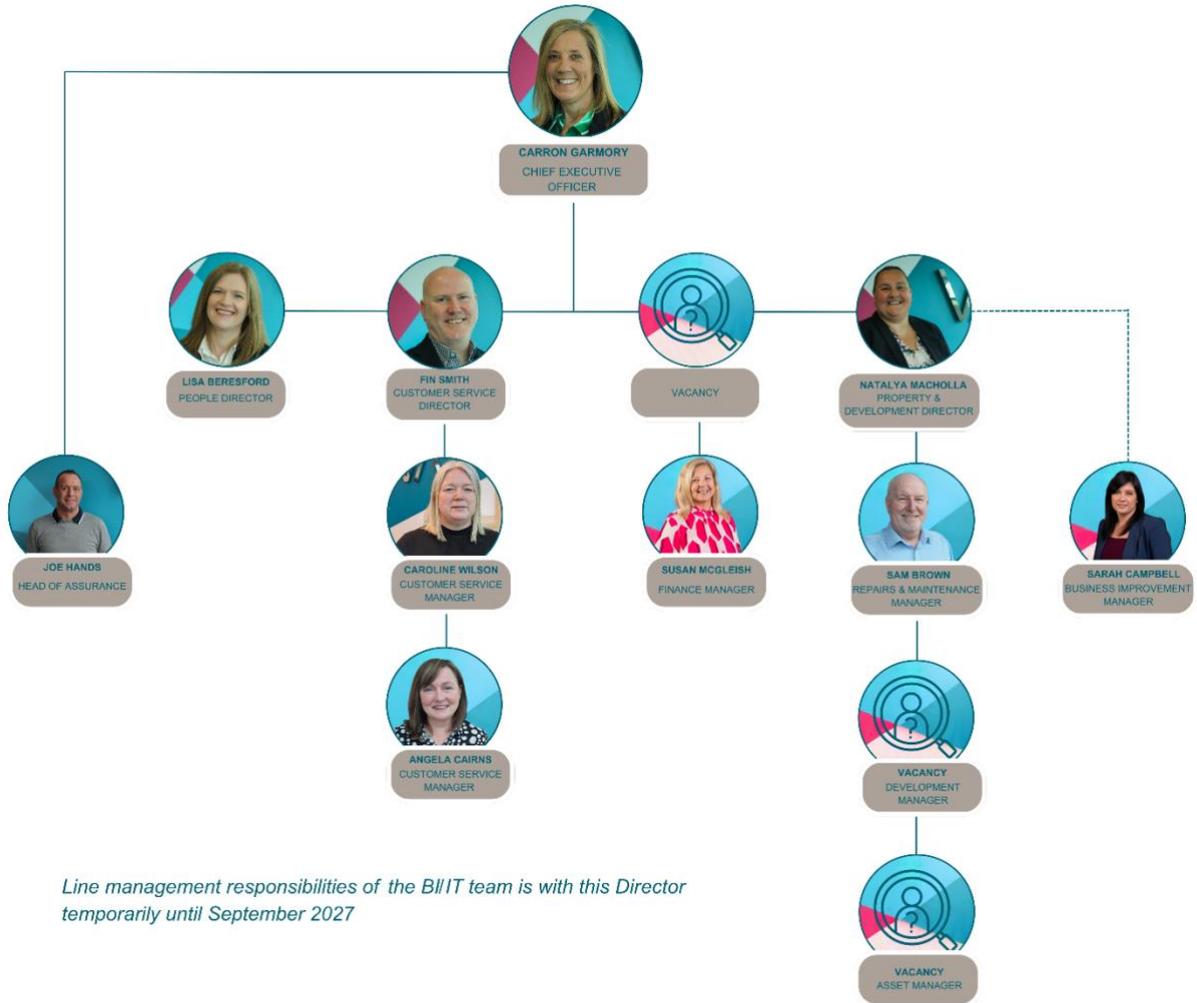


Our CVG team is relentless about doing better for customers, learning and focused on improving performance, doing more for customers and reducing customer effort.

Together we make the difference

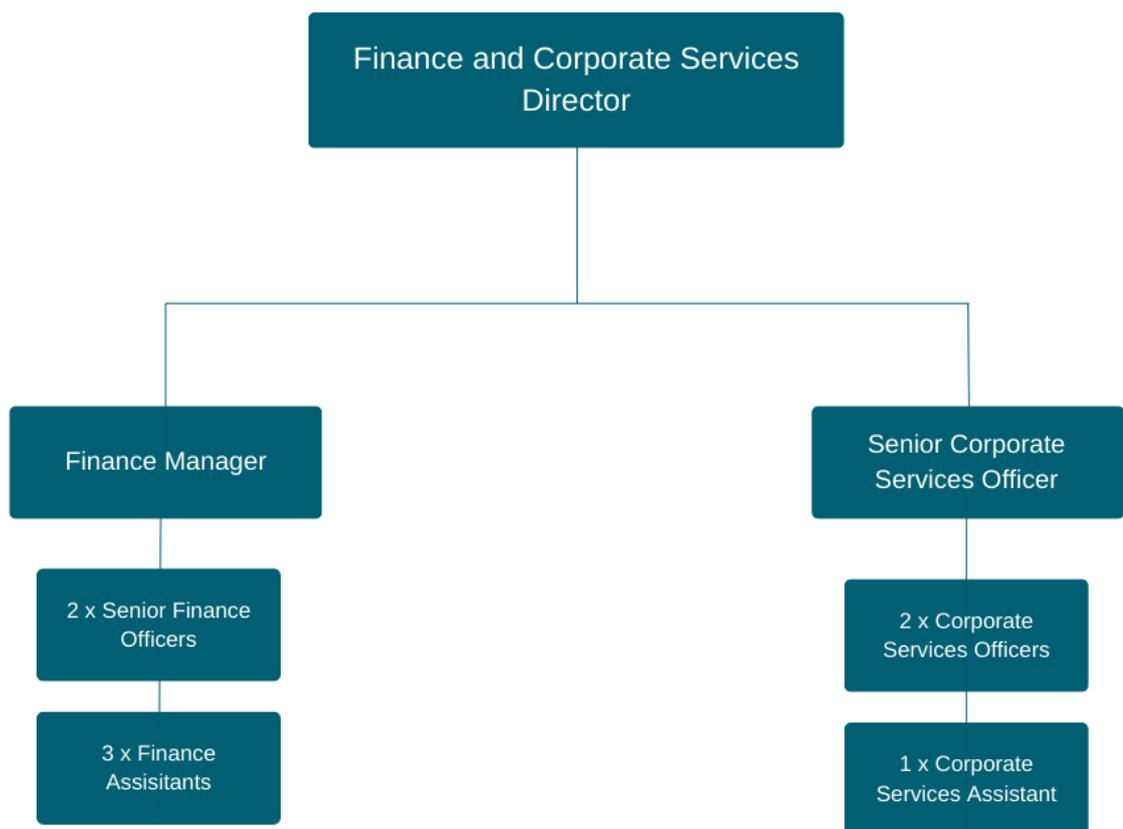
Great teamwork matters and we will work together in enjoying what we do and making life easier for customers

Clyde Valley Group



Line management responsibilities of the BIIT team is with this Director temporarily until September 2027

Finance & Corporate Services Structure



Role Profile

Job Title:	Finance & Corporate Services Director
Salary:	£99,970 to £103,489 (EVH SM26-SM28)
Hours:	35 hours per week
Responsible for:	Finance, Governance, Assurance and Corporate Services
Reports to:	Chief Executive

Overall Purpose

- To lead the Finance and Corporate Services Directorate aligned to the Culture of Clyde Valley Group.
- To ensure the overall effective financial management, controls and reporting for the Clyde Valley Group (CVG), including its subsidiary interests.
- The Finance and Corporate Services Director will ensure that we achieve the highest standards of performance, compliance and accountability within the Directorate.
- As a member of the Executive Team the Finance and Corporate Services Director will work closely with our Boards to shape Corporate Strategy, Business and Financial Planning and policy decisions and ensure their effective delivery.

Main Responsibilities

Strategic Leadership and Direction

- Provide strategic leadership, direction and support to the Executive Management Team, the CVG Boards, the wider leadership team and colleagues across Clyde Valley Group.
- Work with the Executive Team to support the Board in delivering excellent in governance.
- Drive customer focus and continuous improvement as part of our culture and in our performance.
- Lead and sustain a culture which supports our Group's vision, values and strategic objectives and promotes fair access and equity for all, advancing equality and diversity in all aspects of CVG work.
- Lead in embedding a culture which demonstrates a commitment to the health, safety and wellbeing of our employees and customers ensuring compliance with our Commitment to Wellbeing, Health and Safety Policy and others as relevant.
- Providing strong and visible leadership that acknowledges the importance of professional development and constructive discussion of performance.
- Work alongside the Executive Team and the wider Leadership Team to develop and deliver on the corporate strategy and capacity of Clyde Valley Group, ensuring services continue to be modern, relevant and provide value for money.
- Evaluate and mitigate risk, ensuring that the activities of the Directorate team comply with Group Strategy, regulatory and statutory requirements, and are carried out within budget and achieve best value.

Finance and Commercial

- Lead CVG's forward financial planning including business planning and monitoring, financial forecasting and strategic decision making.
- Lead and implement the strategy for treasury management including managing and monitoring the CVG loan portfolio, financial instruments, covenants, cash liquidity and security portfolio to deliver regulatory and legal compliance, strategic growth and to minimise risk.
- Lead on financial aspects of strategic projects aimed at achieving organisational growth ambitions and/or diversification.
- Develop strategies to sustain and improve financial capacity, performance and encourage creativity and innovation.
- To provide effective financial management and control of all CVG financial assets.
- Establish, implement and maintain accounting policies, procedures and systems necessary to provide high quality financial support for each Directorate and CVG as a whole.
- Monitoring and controlling CVG's budgets in accordance with financial regulations and standing orders.
- Ensure that the annual budget process and management account reporting throughout the year is accurate, effective and leads to compliant statutory accounts and that all financial covenants in the CVG loan agreement are monitored and adhered to as part of this process.
- Ensure that appropriate registers are maintained of the CVG Housing stock portfolio.
- Review, maintain and implement appropriate Risk Strategies and Treasury Management, Borrowing and Investment Policies and procedures.
- Provide reports to the Audit Committee and Boards on financial matters throughout the business year to provide assurance on the financial position of the Group.
- Audit functions – delivery of clean external audit opinions.
- Horizon scan for changes in accounting or regulatory policy which may impact on the CVG, devise strategies for implementation and report to the Chief Executive, Board and Committees accordingly.

Governance, Assurance and Corporate Services

- Promote and sustain good corporate governance and corporate health.
- Accountable for all Governance matters pertaining to SHR reporting and compliance for CVG.
- Ensure CVG's compliance with the performance and other standards, regulations and guidance of the Scottish Housing Regulator, OSCR, Companies House and the FCA.
- Ensure financial and legal affairs are properly managed and controlled.
- Support the Boards and Committees by providing advice and appropriate information to enable well-informed decisions to result.
- Providing relevant and timely information to the Executive Team and Clyde Valley Boards to ensure effective oversight of CVG.
- Lead on the performance management framework for CVG including benchmarking and reporting to Board.
- Lead on the business support services that fall within the remit of the Corporate Services team.

Procurement

- Overall accountability for ensuring the effective procurement, monitoring and compliance for all contracts up to and including regulated procurement across CVG. Ensuring the procurement manual is fit for purpose and compliance with this across CVG.

People

- Work with the wider Leadership Team to provide effective and motivational leadership, within a culture that coaches, engages and develops people to make the most of their skills and talents.
- Develop a culture of continuous improvement and excellent service provision, ensuring that Directorate services are planned, delivered and benchmarked to achieve best value and best practice.
- Lead the Directorate to ensure excellent service delivery, taking clear accountability for workforce capacity, capability and succession planning, and supporting people to achieve their full potential through an open, honest and coaching culture.
- Motivate, manage and equip people with appropriate support and resources to carry out their day-to-day work, ensuring compliance at all times with health & safety and other relevant legislation, and promoting employee wellbeing and engagement.
- Operate effective systems for monitoring individual and departmental performance, addressing conflict, conduct and performance issues promptly, fairly and constructively, including the management of complex people matters.
- Provide strategic leadership and oversight of performance management and review frameworks, ensuring they support accountability, development and sustained high performance across the Directorate.

Communication and Relationships

- Collaborate at the highest level with other Directors to ensure delivery of the overall strategic objectives.
- Deliver an excellent service to internal
Lead, develop and maintain a positive relationship with external and internal auditors and business advisors on financial matters and ensure their effective performance.
- Lead, develop and maintain a positive relationship with current and prospective lenders and with the Scottish Housing Regulator which instils confidence in CVG.
- Attend external meetings representing CVG and promote the organisation.

Corporate Role

- To promote and live CVG's values at all times.
- Develop strategic partnerships, negotiate and develop good relationships with the organisation's stakeholders and act as an ambassador and role model for Clyde Valley.
- Direct, develop and promote partnership working across the organisation and with external stakeholders to ensure that the goals of the organisation and its business plan are met.
- The position requires the post holder to comply with the remit and delegated authority of the Group as set out in the Association's Standing Orders, CVG's Rules, Policies, Procedures and Financial Regulations.
- Lead in embedding a culture which promotes fair access and equity for all, advancing equality and diversity in all aspects of CVG work.
- Promote the Health & Safety policies and practice in all aspects of the job role as it relates to colleagues, tenants, service users, contractors, consultants and external agencies
- To undertake such other tasks as reasonably required to meet the varying needs and demands of CVG.

Person Specification

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Accounting Qualification to at least CIMA/ICAS/ACCA 	
Experience	<ul style="list-style-type: none"> Significant experience at senior management level within an organisation of relevant size and complexity Significant financial experience, leading finance teams within a complex customer driven environment Significant experience in financial management and control of a minimum £10m turnover operation Significant experience of treasury management including debt funding Experience of reviewing operational processes to improve value for money Experience in formulating and implementing strategy and options appraisals and delivering results 	<ul style="list-style-type: none"> Experience in the housing sector or other regulatory environments. Experience in charity/third sector
Knowledge / Understanding	<ul style="list-style-type: none"> Proven experience in business planning, budget setting and monitoring financial forecasting Proven experience of preparing and presenting financial and management reports and recommendations Production, implementation and presentation of strategic documents and plans Leading continuous improvement and innovation in performance with exceptional customer focused results. Experience in dealing with auditors, business advisors, funders and Board members Understanding and/or experience of leading change within a growing organisation General awareness of accounting functions and software packages 	<ul style="list-style-type: none"> Understanding of the context, drivers and risks within which Housing Associations and charities operate, including governance, policy and regulation. Working knowledge of charity and group structures would be an advantage. Understanding of the Scottish Housing Regulatory Framework. Understanding of the Housing Scotland Act.

Skills	<ul style="list-style-type: none"> • Ability to communicate financial concepts and performance information to both financial and non-financial audiences • Credibility with senior colleagues and ability to influence them • Excellent communication skills, with the ability to motivate, coach and support others to make effective decisions and develop their capability • Strong verbal and written communication skills, including report writing, presentations and confident public speaking • Ability to build confidence and credibility with external stakeholders including regulators, lenders, partners and auditors • Strong negotiation skills • High proactivity/ initiative • Ability to think and act corporately • Ability to make tough decisions in the absence of complete data • Ability to prioritise objectives and remain focused on the most important • High level of numerical and analytical skills • Ability to analyse complex data and information, make informed financial judgements, and appraise risk • Ability to critically evaluate investment and business opportunities against relevant financial and commercial criteria • Excellent IT skills. Working knowledge of business planning software (e.g. Brixx) would be helpful • Ability to understand, interpret and comply with RSL legislation and regulation • A clear thinker, decision maker, with the ability to organise and plan ahead • Excellent project management skills 	
People Leadership	<ul style="list-style-type: none"> • Ability to create and sustain a high-performing, inclusive team culture across a multi-disciplinary directorate • Clear accountability for workforce performance, capacity and capability • Courage to address performance, conduct and behaviour issues fairly, constructively and in line with organisational values • Ability to motivate, coach and develop individuals and teams to achieve their full potential • Confidence in managing complex colleague and employee relations matters appropriately 	

	<ul style="list-style-type: none"> • Demonstrates a strong commitment to employee wellbeing, engagement and creating a supportive working environment • Ability to inspire teams to connect with and deliver excellent outcomes for customers 	
Personal Qualities	<ul style="list-style-type: none"> • Strategic and commercial thinker, able to balance financial rigour, risk and opportunity in complex decision-making • High personal integrity, exercising sound judgement, confidentiality and fairly, setting a strong ethical tone. • Strong customer and social purpose focus, with a clear commitment to improving organisational performance for the benefit of customers and communities • Politically astute and emotionally intelligent, able to anticipate impact, navigate complexity and build trust with a wide range of stakeholders • Inclusive and values-led leader, committed to equity, diversity and inclusion in both decision-making and behaviours • Resilient, driven and adaptable, able to lead through challenge, ambiguity and change with confidence and determination • Collaborative and outward-looking, seeking continuous improvement, innovation and learning for organisational and personal development • Strong commitment to the ethos, values and social justice principles of Clyde Valley Group and the social housing sector 	

Your Application

To register your interest, please contact our retained recruitment partners, iMultiply.

All applications should be sent to Kris Flanagan, Managing Director

Email: krisflanagan@imultiplyresourcing.com

Any direct or third-party introductions will be forwarded to iMultiply for assessment.

If you wish to find out more information regarding the Clyde Valley Group, you can visit their website at www.cvha.org.uk

Closing date for Applications: midnight on **12th April 2026**

Interviews are expected to take place on: **Week commencing 20th or 27th April 2026**

Key Terms & Conditions

REMUNERATION & BENEFITS

- EVH Grade SM26 – SM28 Salary band: £99,970 to £103,489 per annum
- Defined Benefit pension contribution scheme (Employer contribution of 9.6%)
- Flexible and agile ways of working
- Excellent learning and development opportunities
- Clyde Value (employee discounts and benefits platform)
- Health and wellbeing initiatives
- On-site gym
- Up to 20 agile leave days per year

HOLIDAY ENTITLEMENT

40 days leave per year (inclusive of 15 public holidays)

WORKING HOURS

Agile ways of working between 7am and 7pm

LOCATION

Your normal place of work will be at our office at 50 Scott Street, Motherwell, ML1 1PN.

Clyde Valley operates an agile working policy which allows for a mixture of office, home and community working.

