Senior Finance Business Partner (UK Operations)

Job Level	Level 6	**Job Reference No:**	13464
		Role review date:	10/26
Directorate	Finance, Strategy & Transformation;	**Function**	Finance
Service	Business Partnering	**Reports to:**	Senior Director of Financial Planning & Performance

Scale and scope of role

Direct reports	5	**Indirect reports**	0
Budget responsibility/ accountability	N/A	**Accountable for other resources**	N/A

Context

We help anyone, anywhere in the UK and around the world to get the support they need if crisis strikes: connecting human kindness with human crisis.

We enable vulnerable people in the UK and abroad to prepare for and withstand emergencies in their own communities. And when the crisis is over. We help them to recover and move on with their lives.

We are part of the Red Cross and Red Crescent global humanitarian network.

Our Values and Principles

Our values (compassionate, courageous, inclusive and dynamic) underpin everything that we do. As a member of the Red Cross and Red Crescent Movement, the British Red Cross is committed to, and bound by, its fundamental principles: humanity, impartiality, neutrality, independence, voluntary service, unity and universality.

Diversity

At the British Red Cross, we are looking for the right people to help us provide support to millions of people affected by crisis. We want out team to reflect the diversity of the communities we serve, offering equal opportunities to everyone regardless of age, disability, gender reassignment, marriage and civil partnerships, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

Diversity is something we celebrate, and we want you to be able to bring your authentic self to the British Red Cross. We want you to feel that you are in an inclusive environment, and a great position to help us spread the power of kindness.

Purpose of the role

As the UK Operations Senior Finance Business Partner, you will play a crucial role in driving financial performance and strategic decision-making across our operations in the UK. This position requires a seasoned finance professional with extensive experience in providing strategic financial guidance to business leaders. The successful candidate will be responsible for collaborating with cross-functional teams, analysing financial data, and offering insights that contribute to achieving business objectives.

Key responsibilities

Strategic Planning

- Contribute to the development of annual business plans for a given Directorate, ensuring alignment with strategy.
- Recommend financial and headcount budgets.
- Propose business targets (e.g., revenues or other Key Performance Indicators (KPIs))
- Review schedule of key activities/projects, ensuring alignment with budget assumptions.

Financial Planning & Analysis

- Translate business objectives into clearly defined business cases, costs, and schedules to support growth in the business.
- Develop and/or deliver budget plans with guidance from senior colleagues.
- Perform complex statistical analysis and utilize mining, modelling, and testing techniques to enable data analysis.

Business Advice

- Provide authoritative specialist advice to Senior leaders at the Directorate level to enable the implementation of policy, projects, and change initiatives
- Make authoritative recommendations that have a significant impact on the business over the short and long term. Recommendations could be technical or professional in nature.
- Develop straightforward business cases to quantify current costs, justify project investment, and identify the return on investment.
- Analyse incoming documents and evaluate complex elements of bids/requests for proposal/tenders to support the tender evaluation process.

Leadership & Supervision

- Communicate the actions needed to implement the function's strategy and business

plan within the team.

- Explain the relationship to the broader organisation's mission, vision, and values;
- Motivate people to commit to these and to doing extraordinary things to achieve local business goals.
- Implement the formal development framework for a team, with guidance from senior colleagues.
- Provide informal coaching to others throughout the organization in area of expertise.

Communication & Relationships

- Act as a business partner to key internal customers and manage relationships with them. Likely to involve using support teams to ensure customer satisfaction.
- Develop and implement stakeholder engagement plans for projects to identify relevant stakeholders, to develop positive stakeholder relationships, and to ensure that each stakeholder has an appropriate share of voice

Leadership Behaviours

- Authentic, consistent and honest leader.
- Actively listens and allows others to be heard.
- Adaptable to changing needs, pressures and opportunities
- Empowers others based on their skills and expertise.
- Dynamic, inclusive, compassionate and courageous.

Team Leader

- All team members understand their responsibilities and objectives.
- All resources involving staff are managed in accordance with BRC policies and procedures.
- All staff are kept informed of all relevant organisational plans and updates on development.
- Team ideas and comments are communicated and forwarded appropriately.

Team Member

- Actively participates in all team meetings.
- Supports other team members
- Works and behaves in accordance with all BRC policies, procedures and in line with our Values in Action.
- Upholds the fundamental principles of the Red Cross and acts with integrity, in accordance with the Society's values (inclusive, compassionate, courageous and dynamics)

The duties and responsibilities described are not a comprehensive list and additional tasks may be assigned from time to time that are in line with the level of the role.

Pre-engagement checks

International roles only

If you have been living outside of the UK we will request international police checks in lieu of a UK criminal record check.

International Police Check	Yes	No
International Driving License for manual cars	Yes	No

Person Specification

Requirements	Evidence obtained through Shortlisting (S), Interview (I), Assessment (A)		
Knowledge and Skills	**S**	**I**	**A**
Essential			
- Highly computer literate	**x**		
- Ability to use compelling storytelling influence stakeholders		**x**	
- Using data to derive insight and decision making			**x**
- Strong collaboration skills and demonstrable experience of working positively with centres of excellence across the organisation	**x**	**x**	
- Experience of influencing senior and challenging stakeholders and decision makers		**x**	
- Effective oral and written communication		**x**	
- Working in a geographically dispersed organisation			
Desirable			
- Knowledge of working with computerised financial systems (e.g. Anaplan and Agresso) and Microsoft suite			
- Experience and understanding of the not-for-profit sector			
- Experience of NHS Contracting and/or grant management			

Experience	S	I	A
Essential			
- Leading and developing a highly skilled professional team to consistently achieve high performance.		x	
- Explaining complex financial issues to non-finance individuals			x
Desirable			
- Previous experience of financial management in a charity environment	x		
- Managing and delivering change, specifically enhancing financial budgeting and forecasting processes		x	
- Working within a complex finance function	x		
- Forming business partnering relationships across multiple teams and manage a variety of stakeholders' requirements.		x	
Additional requirements			
Essential			
- Ensures inclusive practice, challenges discrimination and promotes diversity in line with our Equality, Diversity and Inclusion (EDI) policy.			
- Ability to undertake occasional international travel as required.			
Values in Action			
Dynamic - We move forward as one team. - Every day, we're adapting, innovating and learning. - When the unexpected happens, we are calm, quick and efficient. - We respond smartly, using clear processes and systems. **Compassionate** - We stand for kindness. - People come first, no matter who or where they are. - We have genuine, open-minded conversations. - Together, we're a united force for good. **Inclusive** - We are open to all. - We treat each other with dignity and respect. - Every person's uniqueness is valued, supported and celebrated. - Our individual backgrounds and experiences make our organisation stronger. **Courageous** - We are bold. - We show our strength by doing the right thing. - We aren't scared to test our creative ideas. - As humanitarians, we go the extra mile to help people in crisis			

We guarantee an interview to disabled candidates (as defined in the 2010 Equality Act), who meet the minimum shortlisting criteria in the advertised person specification and apply under the disability confident scheme.