



Habitat
for Humanity®
Great Britain



**every
one**

deserves a decent
place to live.

Director of Finance, Operations & Compliance Candidate information pack

April 2025

Closing date: 18th May 11:59pm

The Basics:

- Director of Finance, Operations & Compliance at Habitat for Humanity Great Britain.
- Habitat's turnover for the financial year ended 30 June 2023 was £3.0m with net assets of £2.5m: for the year ended 30 June 2024, it was £3.5m with assts of £2.1m.
- Our current headcount is 43, including vacancies.
- £60,000 - £67,500 (full time), permanent.
- Home-based with regular travel to internal meetings and team events, and occasional travel to our registered office in Slough.
- Applicants must have the right to work in the UK.
- Benefits incl: 25 days holiday + paid BH (pro rata), up to 5% matched pension contributions, employee wellbeing services, 2 wellbeing days and an annual Habitat Day.

About Habitat for Humanity GB

Habitat for Humanity Great Britain (Habitat GB) is part of the international Habitat for Humanity network, tackling housing poverty around the world. Decent and affordable housing is about much more than four walls and a roof – housing intersects with critical development issues, including gender equality, human rights, and climate change.

You can find out more about our work at:
<https://www.habitatforhumanity.org.uk>



We build **strength**, **stability** and **self-reliance** through **shelter**.



About the role

We are looking for an experienced finance and operations professional, with the energy and drive to lead a team focussed on excellent service delivery, continuous improvement and sustainable growth.

Taking a lead on all financial, compliance, operational and people support activities, the role demands a combination of the hands-on approach needed in a medium-sized charity with the strong people management skills to enable all members of your team to deliver high quality services and to thrive in their roles.

Why this role matters

This is your chance to take charge of a support services team with a real purpose—helping families build a better future through safe and



Your focus and responsibilities

- Lead on all aspects of financial strategy, planning and control, providing oversight of organisational risk management, compliance, productivity and performance.
- Ensure excellent People & HR policies and systems, contributing to an organisational culture that prioritises well-being, job satisfaction and staff motivated to deliver the best work of their careers.
- Be an active leader across the organisation, collaborating effectively with teams, and contributing fully to organisation-wide initiatives and opportunities.
- Be a collaborative, impact-led and results-driven member of the Senior Leadership team, role modelling our values and inclusive people culture.



Your skills and experience

– we're looking for someone with...

- Significant and relevant leadership experience, ideally within a charitable, purpose-driven or social enterprise environment.
- Expert knowledge of financial strategy, management and reporting, with experience relevant to funding and grants, retail, commercial or construction.
- A strategic, yet hands on approach, able to drive performance while inspiring and developing teams.
- The ability to flex: to work across all aspects of the operation as part of a small but ambitious team.
- Most importantly, we are looking for a positive team member with a commitment to our mission and values, and someone who demonstrates integrity, respect for others and a commitment to equity, diversity and inclusion.



What we offer

Employee wellbeing is pivotal to organisational success and Habitat GB is committed to supporting its people's wellbeing. Our existing offer includes flexible working arrangements, a sabbatical policy, virtual GP services, and "Habitat Day" – an extra day of leave for everyone. We plan to expand our offer further, establishing Mental Health First Aider training, a buddy system for new team members, and resilience training.

We want to foster a resilient and well-supported team and encourage all employees to actively participate in making this happen through suggestions and feedback. As a team with some fully remote, some hybrid and some store/site-based roles, we recognise that team building and culture is important. We look to bring colleagues together through online joint working sessions, social engagement, and regular in person meetings. ReStore will play a key role in creating space for hybrid working and team meetings.



Start your Habitat journey

We want the recruitment process to give you the opportunity to shine, to share your skills and experience as clearly as possible, and for you to find out more about Habitat GB in return. You are welcome to get in touch and arrange an informal chat with Henrietta Blackmore (HBlackmore@habitatforhumanity.org.uk) before submitting an application.

To apply for the role, please send us your CV and a supporting statement (max two sides of A4) telling us about the skills and experience you would bring to the role and your motivation for applying. Send by email (**Subject line:** Director of Finance, Operations & Compliance) to: recruitment@habitatforhumanity.org.uk

Deadline for applications is 18th May 2025 (at 11:59 pm).

The recruitment process will have at least two stages: a panel interview and then a more informal meeting with members of the team. A second interview may also be included. A briefing on each stage will be shared in advance.

Interviews may be held online or in person, in Central London. Selected candidates will be contacted to agree a suitable time for interview. (Please note that we do not reimburse any expenses incurred during interviews.)

