

# We are hiring a Head of Finance

## Welcome from James Taylor, Finance Director

This role is an opportunity to be part of a team that makes a genuine difference in our communities. In this pack, you'll find details about the position and insights into what it's like to work with us. Connexus is a rural housing association rooted in Shropshire and Herefordshire. We provide over 10,000 affordable rented homes and associated support services across the two counties, supported by a workforce of approximately 530 colleagues.



Our vision is simple yet ambitious: to provide homes you can build a life in. Central to achieving this vision is our belief in the value and potential of our people. We recognise that a positive, empowered, and engaged workforce is essential to delivering outstanding service to our customers and communities.

We are always looking for people who are motivated, hard-working, flexible, full of ideas and most importantly, people who really want to make a difference. We want people that will embrace our culture and the freedom it offers and continue with the innovation in service delivery we have become known for. If you like the sound of this, then we might be the organisation for you. I hope the information in this pack proves useful and gives you all the guidance you need to pursue your application.

James Taylor  
**Finance Director**

## Our corporate plan

Our new Corporate Plan, homes you can build a life in was launched in March 2025. This new plan focuses on our commitment to providing good-quality, safe, and affordable homes – fundamental principles that will always guide Connexus. Where we do want to see change is in our service delivery, with a focus on building trust in our services as well as ensuring we are operating as efficiently and effectively as possible.



As well as building trust, we will of course continue to build new homes, with this plan shifting the focus to look at our existing land, the properties we have, and the needs of the local communities we serve. Regeneration will play much more of a role in our developments over the next five years, aiming to replace homes which are no longer fit for purpose in the same places or close by – ensuring affordable housing doesn't disappear from our communities.

This plan is a confident step forward, shaped by those we serve and work alongside. It reflects our commitment to providing good quality, affordable homes while adapting to the evolving needs of our communities.

Read the [Corporate Plan 2025-2030 here](#).

## Our direction of travel

At Connexus, our purpose is clear: "Homes you can build a life in". As we continue to strengthen our financial resilience and adapt to an increasingly dynamic regulatory and economic environment, we are seeking an ambitious and forward-thinking Head of Finance to deliver our financial strategy for the benefit of our customers across Herefordshire and Shropshire.

This is a critical leadership role - shaping a culture of financial excellence, strong governance, and continuous improvement. You will ensure Connexus maintains robust financial management, delivers high-quality reporting and insight, and complies fully with statutory and regulatory standards. At the same time, you will drive innovation, optimise value for money, and support strategic decision-making that secures sustainable, long-term outcomes for our customers, colleagues, and communities.

## What we can offer you

The benefits at Connexus



### Hybrid & Home Working

Where possible, we offer hybrid working which involves working from home and working in an office/hub for an amount of time during the week as agreed with your line manager.



### Personal development

A healthy learning and training budget to support your development



### Flexible working

We're supportive of flexible working wherever possible and this can be discussed with your line manager and a flexible working request can be made if needed.



### **Annual leave**

You'll be entitled to 27 days annual leave which are bookable and 3 additional days which are used for closure days between the Christmas and New Year period.



### **Pensions**

We've got a great pension with the Social Housing Pension scheme that you'll automatically be enrolled into, with employer contribution of up to 15%.



### **Enhanced maternity/paternity pay**

Dependent on service qualifying criteria we offer enhanced maternity and paternity benefits.



### **Volunteering**

We're a community-focussed organisation and encourage our colleagues to take 1 day every year to volunteer in the community and you'll receive your normal pay for that day.



### **Equipped for the job**

All IT equipment along with uniform, van and tools where required are provided.



### **Your wellbeing**

Your wellbeing is very important to us and we have a number of offerings to help keep you well in and outside work.



### **Healthcare Cash Plan**

We offer a plan from Westfield Health that gives you money back for costs of treatment from various health care providers such as opticians, the dentist and physiotherapists.

### **Discounts Scheme**

This is provided through Westfield Rewards. You can get discounts and cashback using an online portal for major high street brands, leisure, and services.

### **Salary Review**

Salaries are reviewed annually in April.

## **Meet with us**

Expect to hear from us soon.

If invited to interview, we'll provide all the details in advance, including any interview formats we may use. During the interview, we'll chat about your experience, and you'll have the chance to ask questions too. There may also be a task or presentation so you can showcase your skills.

If you're successful, we'll be in touch to discuss the next steps and make sure you have everything you need to get started.

## **Directors**

**Kate Smith**  
Chief Executive



**Matt Pitt**  
People Director



**Nick Batt**  
Customer Director



**Fleur Whittingham**  
Property Director



**James Taylor**  
Finance Director



# Our Non-Executive Directors

**Anne Turner**  
Chair of the Board



**Nicola de longh**  
Senior Independent Director



**Simon Ewins**  
Non-Executive Director



**Imran Patel**  
Non-Executive Director



**Julian Bill**  
Non-Executive Director

**Helen Southwell**  
Non-Executive Director



**James Savage**  
Non-Executive Director



**Philip Ingle**  
Non-Executive Director



**Anne Copeland**  
Non-Executive Director



## Thank You

Thank you for considering a career with Connexus.

If you have any questions or need further information, please don't hesitate to reach out to the Hiring Manager or our People Team.

Your journey with Connexus starts here and we can't wait to see where it leads!

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@weareconnexus