



Post Title: Strategic Finance Business Partner
Grade: SLMG 3

Job Purpose

About us

Nottingham City Council has changed significantly in the last six months through a programme of modernisation and re-organisation. The new leadership team is revitalising the focus on outcomes and effectiveness whilst building financial sustainability. Strategic Finance Business Partners are expected to be critical to the onward progression and embedding of this change.

The Role

As a strategic leader within Nottingham City Council's Corporate Services, the Strategic Finance Business Partner plays a crucial role in ensuring the long-term financial sustainability of the Council. Reporting directly to the Strategic Director of Finance Strategy, this position will provide dynamic leadership, offer high-level financial insights, and influence key decisions across departments to optimise resource allocation, shape financial strategies, and drive operational excellence.

The focus of the role is on providing strategic insights and influencing Directors in how to best utilise the resources available. The post holder will manage a team of Commercial Business Partners who will provide the scenario modelling and other analysis required. The business partner teams will be supported by a separate team of management accountants within the Finance team who will maintain suitable financial records and provide the core data needed to underpin such analytical insights.

Working within the Growth and City Development Directorate the postholder will have experience in the following areas:

- Strategic financial leadership within a **place-based portfolio**, such as growth, regeneration, transport, planning, housing, economic development or corporate landlord functions
- Leadership and assurance of **complex capital programmes**, including business cases, investment appraisals and multi-source funding strategies
- Experience of **housing and/or HRA related finance**, including long-term financial planning and capital investment considerations
- Strong **commercial and income focused financial insight**, including land, property, parking, traffic or other place-based income streams
- Knowledge and **understanding of relevant legislation** and its application
- Senior level **business partnering and influence**, advising Directors and Members on high value, high risk decisions
- Clear track record in **financial governance, risk management and value for money**, within a public sector context
- Leadership of finance teams, driving **strategic thinking, assurance and professional standards**



Service Leadership Expectations

Leading People

1. Translate a clear vision and purpose by inspiring and motivating others and ensure citizens are at the heart of everything we do.
2. Role model visible leadership through living and breathing our values and balancing performance, resilience and wellbeing.
3. Develop workforce plans to ensure services have robust plans for the future capability and capacity needs.
4. Empower others to make appropriate decisions.
5. Builds and supports high performing teams and services through effective support, challenge and feedback.

Change and Innovation

1. Lead and drive change in a political and challenging public finances context.
2. Explore innovative approaches to deliver services, managing risks and actively being curious of market analysis and benchmarking.
3. Use robust project management principles to organise people and finances, delivering positive outcomes that are on time and within budget.
4. Design and deliver resilient services, responding at pace to re-prioritise objectives in line with the organisation's changing needs.
5. Lead change across services and drive a culture of continuous improvement by encouraging colleagues to share ideas.

Collaboration

1. Work collaboratively across the Council to achieve the best outcomes for the citizens of Nottingham.
2. Lead a culture of collaboration by working across boundaries to break down silos to deliver benefits to the citizens of Nottingham.
3. Proactively harness, develop and seek-out effective relationships to foster the collaborative culture, creating efficiencies and joined-up services to achieve the best outcomes for Nottingham's people.
4. Takes account of the council's priorities when negotiating and aligning resources to deliver services.

Equality, Diversity and Inclusion



1. Actively promote equality, diversity and inclusion through all actions, and positively challenge inclusion measures within the workforce and in the delivery of services.
2. Design and deliver fully inclusive services, demonstrating awareness of the diverse needs of our citizens.
3. Show commitment to attract, recruit and retain an inclusive workforce that represents our citizens and city.
4. Develop and support to release the full potential of all colleagues ensuring fairness, diversity and inclusion in all service leadership practices.
5. Recognise and respect a culture of inclusivity within the organisation where voices are respected, valued and heard.

Specific Duties

As a Head of Service, the Strategic Finance Business Partner will work within the Finance and Resources leadership team for the Growth and City Development Directorate focussing on improving performance, achieving value for money, working effectively in partnerships and demonstrating accountability.

Specific Responsibilities

- Partner with senior leaders across the Council, providing strategic financial guidance to shape decisions and drive improvements across key initiatives, projects, and service redesigns.
- Lead initiatives to modernise financial processes, drive innovation within the finance team, and ensure the Council adapts to emerging challenges and opportunities.
- Influence corporate decisions by applying analytical expertise and authoritative interpersonal skills to ensure financial outcomes are achieved even when they require challenging trade-offs.
- Champion a diverse and inclusive approach to service delivery, ensuring all perspectives are considered in financial decision-making to enhance the Council's impact on the community.
- Manage a team of Commercial Business Partners who will provide professional advice and support on budgeting, financial planning and forecasts, compliance with financial regulations, and accounts closure.
- Provide clear specification and feedback on the data and other information required from the financial reporting and transactional finance teams to enable business partnering to provide the insights required by the Council.

Generic Responsibilities

- Maintain a collaborative relationship with other parts of the finance team to ensure high-quality performance standards.
- Deputise for the Strategic Director of Finance as required and to provide cover in the absence of the other Strategic Finance Business Partners.



- This is not a complete statement of all duties and responsibilities of this post. The post holder may be required to carry out any other duties as directed by a supervising officer, the responsibility level of any other duties should not exceed those outlined above.

As part of the Finance Management Team, demonstrate strong people management skills and accountability for recruitment, career development, attendance management and the performance management of colleagues.

DRAFT



Person Specification: XXX

AREA OF RESPONSIBILITY	REQUIREMENT	MEASUREMENT			
		P	A	AC	D
Vision, Strategy and Delivery	Experience as a service leader in a complex organisation with similar responsibilities, budget and resources.				
	Evidence of a successful track-record of creating a vision for service delivery, translating clear objectives to deliver outcomes that make a positive difference.				
	Evidence of successful involvement in building the reputation of services and inspiring people to deliver continuous improvement.				
	Evidence of driving accountability, balance risk and respect good governance and ensuring understanding at all levels.				
	Evidence of financial and commercial awareness with strong analytical skills and a creative approach to problem solving.				
	Demonstrate an understanding of the current issues and challenges facing local government in general and Nottingham City Council in particular.				
Leading People	Evidence of successfully leading and motivating people and cultivating a culture that creates high performing people and services.				
	Evidence of empowering others to take decisions and follow through confident actions, through strong and visible leadership.				
	Evidence of successful strategies in managing your own personal resilience and wellbeing at a leadership level and role modelling this practice.				
	Evidence of planning for the future delivery of services, including the effective workforce planning for capacity and capability challenges.				
Change and Innovation	Evidence of leading change programmes, bringing others on the journey with you.				
	Evidence of innovative service delivery models that continue to provide high quality services within a smaller financial scope.				



	Evidence of leading services or teams and experience of having to re-focus service priorities at pace following changes outside of the organisation's control.				
	Experience of developing cultures of continuous improvement where people feel included and involved.				
Collaboration	Evidence of working successfully in partnership across different sectors and fostering / harnessing partnerships.				
	Evidence of actively working to develop a culture of collaboration.				
	Understanding of how to operate effectively and openly within the democratic process with the political acumen and ability/skills to develop productive working relationships with Councillors and to speak truth to power.				
Equality, Diversity and Inclusion	A deep understanding of equality, diversity and inclusion at every level and demonstrative experience in tried and tested methods to deliver inclusive services.				
	Demonstrating a thorough understanding of equality, diversity and inclusion challenges posed by providing quality public services in our multi-cultural city.				
	Demonstrating personal commitment to the equality, diversity and inclusion challenges faced by our workforce and Nottingham's people.				
	Evidence of developing people and services/teams recognise, respect and value individual needs to achieve a culture of inclusivity.				
Role related requirements					
Qualification requirement					
P - Pre-Application	A - Application	AC – Assessment Centre	D - Documentary Evidence		

April 2027