

Finance Business Partner (multiple roles)

Slough is a dynamic economic hub at the gateway to London and the Thames Valley, with excellent transport links including the Elizabeth line and proximity to Heathrow Airport. We are seeking exceptional finance professionals ready for a challenging, career-defining role. With a new S151 officer and a balanced budget for 2025/26, we are poised for financial resilience and a bright future. Our Finance and Procurement Teams have a robust improvement programme focused on career development. Be part of our critical transformation and thrive in a supportive, demanding environment.

The scale of the recruitment change reflects the opportunities that exist at Slough, and the challenges. The new Finance team will help support the Council to become a Best Value authority within two years. You have the opportunity to be part of the new team that achieves.

We have defined slots across various service areas and are seeking energetic and talented finance professionals to join our team. You will provide dynamic business partnering services to one of the following areas:

- Finance Business Partner – Financial Strategy & Reporting
- Finance Business Partner – Adults
- Finance Business Partner – Education
- Finance Business Partner – Education (High Needs)
- Finance Business Partner – Regeneration (Planning & Property)
- Finance Business Partner – Housing
- Finance Business Partner – Environment
- Finance Business Partner – Public Health & Public Protection
- Finance Business Partner – Corporate Resources
- Finance Business Partner – Revenue & Benefits
- Finance Business Partner – Capital
- Finance Business Partner – Corporate Reporting

Responsibilities:

- Financial Reporting: Manage financial reporting processes and ensure accuracy of the accounts
- Capital: Coordinates and supports the Council's capital programmes including funding
- Financial Strategy & Reporting: Coordinating Medium Term Financial Plan and monthly management reporting
- Adults: Oversee financial operations in adult services
- Education: Support financial management in Education including schools
- Education (High Needs) : Dedicated support for Special Education Needs & Disability (SEND)
- Regeneration Housing and Environment: Manage finances for regeneration, housing, and environmental services
- Public Health & Public Protection: Supporting financial management across services
- Corporate Resources: Supporting Chief Executive and S151 officer and their enabling teams
- Revenue & Benefits: Supporting critical services that administer council tax, business rates, and housing benefits

What You Will Do:

- Provide financial oversight and support across various services
- Ensure accurate cost monitoring and forecasting based on quantifiable metrics
- Collaborate with stakeholders to drive service delivery and performance
- Utilise technology and accounting systems (Microsoft, Agresso) effectively

Your Skills:

- Newly qualified or ambitious finance professionals with a post-qualification experience
- Chartered qualification preferred but not essential

- Strong aptitude for numbers and ability to communicate financial information
- Driven and energetic with a passion for finance
- Adept with technology and standard accounting tools

Are you ready to transform Slough's financial landscape? We need resilient, adaptable professionals who can develop sustainable strategies, drive procurement excellence, and support broader economic objectives. If you thrive on complexity and see challenges as opportunities, join us in making a real difference. We offer a genuine career-defining opportunity for those who are prepared to step up, challenge the status quo, and make a real difference. If you are a finance professional who thrives on complexity, sees challenges as opportunities, and wants to be part of a transformative journey, we want to hear from you. Apply now and turn potential into performance.

Job Description

Finance Business Partner

Directorate: Finance and Commercial

Hours of work: Full time

Location: Slough / Hybrid

Post Pay Level: 9

Services areas:

Finance Business Partner – Financial Strategy & Reporting

Finance Business Partner – Adults

Finance Business Partner – Education

Finance Business Partner – Education (High Needs)

Finance Business Partner – Regeneration (Planning & Property)

Finance Business Partner – Housing

Finance Business Partner – Environment

Finance Business Partner – Public Health & Public Protection

Finance Business Partner – Corporate Resources

Finance Business Partner – Revenue & Benefits

Finance Business Partner – Capital

Finance Business Partner – Corporate Reporting

Responsible for:

Financial Accountants, Finance Assistants and Trainees

Main purpose of Job:

As a key manager in the department to manage and mobilise resources proactively to contribute to achievement of Slough Finance ambition to be “Best in Class”, to contribute to a high performance and continuous improvement culture delivering leading edge financial and commercial management underpinned by robust analysis, and promoting and embedding best practice methods and standards.

Lead by example in modelling and embedding the council’s values and behaviours, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council’s objectives and priorities to help build a sustainable highly effective organisation and develop our reputation as a successful council delivering great value for its residents.

Main Accountabilities:

1. Strategy implementation

Help implement the council’s strategy on continuous service improvement to ensure delivery of its priorities and value to residents. Provide clear information to support the future development of the service to enable the council to meet its future challenges with a culture of continuous improvement.

2. Corporate working

Contribute to the council’s strategic objectives by working actively with colleagues to build a strong and shared approach to service delivery including to service improvement plans and utilising best practice commercial and financial management skills to deliver strong business cases and value for money. Help changes to be embedded in a sustainable way throughout the organisation. Provide leadership to your team in a way that encourages our staff to recognise their contribution to the strategic objectives the council has set.

3. Service leadership and management

Actively contribute to the integrated delivery, improvement, management and performance of the service, commissioning and managing activity within the council and externally as required, and

helping to ensure overall objectives are translated into effective plans and that the service is efficient and locally responsive. Provide professional management to staff, strengthening skills and competence and fostering a strong culture of standards, performance and accountability.

4. Resources / Financial management

Be proactive in helping achieve tight budgetary control and prioritise use of resources and assets to support the delivery of the council's corporate plan vision and help ensure that the council receives value for money from its expenditure. Contribute to the development of outcome based commissioning models to better achieve strong price competition and transfer of risks through contracts with third parties. Identify and help to develop commercial opportunities.

5. Partners and stakeholders

Liaise, communicate and influence within the council, across partners, agencies and with the wider local and central government community to champion the council's approach to improving services. Help bring together local services and decisions across agencies to reduce demand and help communities more independently support themselves.

6. Business change

Help develop and contribute to the implementation and review of change management programmes to deliver continual improvement. Assist the Slough Finance Management Team and service managers to engender a strong and shared approach to delivering services and provide better support including commercial and financial information to help staff deliver savings.

7. Values and behaviours

Role model positive behaviours, empowering, engaging and encouraging your teams to live and demonstrate the council values, to facilitate achievement of the corporate vision.

8. Compliance

Ensure that all activities within your remit comply with the CIPFA code of conduct, the council's constitution, policies and procedures, Standing Orders, financial regulations, relevant legislation such as Data Protection Act , health and safety and safeguarding responsibilities and that effective systems operate within your remit to manage performance and risk.

9. Equality and diversity

Uphold and promote the aims of the council's equality and diversity policies to ensure non-discriminatory practices in all aspects of work, and that diversity is embedded in everything, from workforce planning and policy development to planning service delivery.

Specific responsibilities

- Manage work with Budget Managers to confirm savings proposals and capital projects assist with costing potential pressures and saving, actively participate in regular meetings with business area to challenge and scrutinise monitoring figures, undertake service analysis to support the year-end position and the Accounts
- Anticipate and identify key financial issues and risks affecting the business which require attention, resolve issues with Senior Managers and identify mitigating actions to ensure net expenditure is within budget, escalate to Strategic Finance Manager and other senior colleagues any business issues not resolved by Service Managers
- Be an effective liaison point between the business and Government Departments to ensure completion of all statutory returns
- With the Strategic and Corporate Finance Teams produce financial and commercial analysis to support the financial strategy, decision making and service reviews. Deliver robust financial and commercial analysis for business cases including signing-off financial implications for reports, Gateway Reviews etc
- Manage financial modelling of new services or changes to existing services including impact from specific legislation /policy changes, assess implications for the Council

- Provide support (guidance, encouragement, challenge and advice) to Budget Managers during budget preparation, monthly monitoring, year-end and closure of accounts – helping them to understand the financial information required and processes to be followed.
- Provide advice on application and interpretation of financial regulations and standing orders and the Council’s financial procedures and practices
- Proactively manage the day-to-day performance of staff within direct control (reward good and address poor performance) including recruitment, appraisal, conflict resolution and ensure continuing professional development of self and team
- Look for opportunities to implement continuous improvement so that Slough Finance can be best in class
- To undertake any other duties within the team commensurate to the post, as required, and to be rotated to other posts within the department as required in line with the business needs of the department.

Person Specification – Finance Manager CO03 - 1690

Qualifications	Essential / Desirable
CCAB/CIMA (or overseas equivalent)	E
Degree	E
Post graduate or relevant knowledge and experience, Or relevant knowledge and experience	E
Skills and Experience	
Experience, evidenced by a record of success, of managing a significant organisational function or service in a large multi-disciplined organisation with comparable scope, budgets and resources, including of commercial and financial management.	E
Experience of maintaining partnerships and productive working relationships within a complex policy and service environment with senior managers and councillors, and a wide range of other bodies, such as partner organisations, communities, public agencies and statutory bodies.	E
A proven track record of analysing and providing advice and guidance on local government finance and policy issues including legislative change and horizon scanning.	E
Ability to meaningfully contribute to strategic decision-making, including making evidence-based decisions in a fast-paced environment.	E
Ability to facilitate change and transformation, developing productive and collaborative ways of working with colleagues and stakeholders, leading and motivating others to achieve continuous improvement.	E
Demonstrates an awareness of the Values and behaviours expected from Slough Borough Council to promote a positive working environment and culture	E
Knowledge	
Strong knowledge of the issues facing local government and those relevant to service/functional responsibilities, together with the legal, financial and political context of public sector management and the statutory responsibilities of this post.	E
Ability to deploy relevant business and commercial knowledge and techniques including project, programme and change management techniques, research methodologies, KPIs, standards	E
Wide understanding of strategic financial planning and techniques and their application in a	E

budget setting scenario.	
Ability to lead, motivate, enthuse inform and develop people, both within the team and those in other departments	E
Effective presentation, communication and interpersonal skills.	E
Effective and demonstrable commercial and financial skills.	E
A commitment to equality and diversity.	E
Understanding of Health and Safety legislation and good practice and how it relates to themselves and others in the workplace.	E