



North Northamptonshire Council

Job Description

Job title:	Finance Business Partner
Location:	Kettering
Grade:	Grade 8
Salary:	£46,731 - £49,764
Section:	Finance
Reports to:	Senior Finance Business Partner
Responsible for:	Accountant (Where applicable)

Purpose of the job (why the job exists)

This post is in the Professional Finance Business Partner Teams supporting North Northamptonshire Council. The Finance Business Partner Teams are the business partner to the specific service area identified above and are responsible for:

- Strategic financial management
- Operational accountancy requirements
- Advice and support to budget managers
- Performance Management
- Driving of the efficiency agenda

The role of the Finance Business Partner is to lead and manage the provision of high-quality financial support to Directors, Heads of Service and Service Managers. This is a high-profile role and requires good management skills to ensure finance services provided are professional and customer focused.

Within the Finance Team the post-holder will be expected to be able to operate in any of the Finance Business Partner posts.

Principle Accountabilities

1. Support budget holders in financial planning and budget modelling for different scenarios.
2. Work with budget holders to ensure accurate and timely budget monitoring including risk appraisals.
3. Develop financial systems and processes to ensure robust governance whilst also bringing in new methods of working through the use of business and operational process improvements.



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4. Ensure that services perform their duties and functions in fulfilment of their financial statutory obligations, keeping abreast of the Council's changing legal obligations, mandates and responsible for ensuring relevant compliance with the Council's Financial Procedure Rules and SORPs.
5. Advise budget managers on financial analysis on revenue, capital and cash issues and projects. Assist in the assessment of business options, including interpreting/analysing complex financial and non-financial information.
6. Support the production of the Medium-Term Financial Plan (MTFP) and Capital Strategy.
7. Support the development of improved financial awareness of budget managers and staff through the development and delivery of management training.
8. Support and train budget holders in the use of the Council's e-Business suite including the Council's ERP Gold Agresso platform.
9. Deliver Customer Satisfaction levels to support the Finance Business Partner business plan and deliverables.
10. Support the closedown of the accounts schedule by reviewing processes and timescales to enable deadlines to be met.
11. Support the Council to deliver its strategies with an understanding and inputting into the analysis of changes to accounting and reporting requirements.

General responsibilities applicable to all jobs

1. Demonstrate awareness/understanding of equal opportunities and other people's behavioural, physical, social and welfare needs.
2. Comply with the Council's policies and procedures including (but not limited to) safeguarding, financial regulations, promotion of equalities, customer care, agreed audit actions and health and safety (ensuring that reasonable care is taken at all times for the health, safety and welfare of yourself and other persons).
3. Carry out any other duties which fall within the broad spirit, scope and purpose of this job description and which are commensurate with the grade of the post.

This job description reflects the major tasks to be carried out by the post holder and identifies a level of responsibility at which they will be required to work. In the interests of effective working, the major tasks may be reviewed from time to time to reflect changing needs and circumstances. Such reviews and any consequential changes will be carried out in consultation with the post holder.



Person Specification

JOB TITLE: FINANCE BUSINESS PARTNER	Essential (E)	Desirable (D)
EDUCATION, QUALIFICATIONS AND TRAINING		
• CCAB part qualified or AAT qualified (or recognised professional accounting qualification or qualified by experience)	E	
• Be committed to and have evidence of ongoing professional development as required by the membership of their professional body	E	
• Appropriate Management Qualification		D
KNOWLEDGE AND EXPERIENCE		
• Proven experience in the areas of Financial Planning, Control and Reporting	E	
• Experience in the development of Financial Processes	E	
• Proven experience of communicating effectively with professional and technical finance staff and operational managers. Ability to negotiate and influence at a high level	E	
• Understanding of how local government works, including the specific complexities of local government finance, and the major influences and challenges it faces	E	
• Have up to date knowledge of accounting policy such as IFRS, CIPFA codes of practice and Taxation and be able to interpret and apply as required.	E	
• Demonstrate direct experience of working in partnership with private, public, and voluntary organisations		D
ABILITY AND SKILLS		
• Experience of analysing and addressing complex issues including the need to deliver different support to different service elements.	E	
• Ability to apply innovative and creative thinking to complex service challenges	E	
• Enthusiastic, not easily deterred and able to convey enthusiasm to others	E	



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JOB TITLE: FINANCE BUSINESS PARTNER	Essential (E)	Desirable (D)
<ul style="list-style-type: none"> • Demonstrate the ability to communicate, both written and oral, complex financial issues to non-financial managers, senior managers and external organisations. 	E	
<ul style="list-style-type: none"> • Well developed IT skills (spreadsheet, PowerPoint, general ledger packages including reporting) 	E	
<ul style="list-style-type: none"> • Ability to constructively challenge budget holders to take a corporate approach to finance issues 	E	
<ul style="list-style-type: none"> • Ability to work with others to reach a common goal 	E	
<ul style="list-style-type: none"> • Ability to provide professional leadership to colleagues 	E	
<ul style="list-style-type: none"> • Ability to maintain high levels of performance under changing conditions, tasks, responsibilities, or people 	E	
<ul style="list-style-type: none"> • Ability to plan and organise time and resources to ensure that deadlines and agreed targets are met with minimum supervision 	E	
<ul style="list-style-type: none"> • Ability to constantly review and improve processes and information for budget managers and senior management to aid decision making 	E	
<ul style="list-style-type: none"> • Experience of delivering training to small and large groups of people 		D
SPECIAL REQUIREMENTS		
<ul style="list-style-type: none"> • Ability to travel to all areas of the County 		D