



The logo for the YMCA, featuring the letters 'YMCA' in a white, stylized, handwritten-style font on a red square background.

Director of Finance and Resources

RB32199 | £70,000 - £75,000 pa



Recruitment led by retained search agents, Robertson Bell



Introduction

Central YMCA are pleased to be exclusively partnering with Robertson Bell in search of a new **Director of Finance and Resources** to join their team on a permanent basis.

The Organisation

As the world's first YMCA, we are a charity that advances the education, health and wellbeing of our communities. We break down barriers to create improved access to life-changing opportunities.

In 2021/22 we helped 6,199 people to lead healthier lives through our health and wellbeing programmes. We're passionate about fostering an ethos of inclusivity and creating a welcoming space for our members across our two central London venues, YMCA Club and YMCA KX.

Our 96,876 square foot Club in the heart of Camden is an iconic anchor of the community. With a fitness and wellbeing community like no other, we have programmes for all people, all bodies, all ages and all levels. We believe in physical health for mental wellbeing, supporting those from 4 years old to 90 years old.

Our education and employment programmes run in 21 local communities and support 16-19-year-olds to develop new skills and gain the necessary qualifications and work experience to move into further training or employment.

We also work nationally through our fitness education training and apprenticeship delivery teams to provide tuition, guidance and support to our learners, so they can realise their full potential.

Our Impact

5,379 people leading healthier lives

4,244 learners developing their careers

9,834 certificates issued to learners





The Purpose, Vision, Mission & Values

Central YMCA's **purpose** is to advance the education, health and wellbeing of our communities.

Their **vision** is to enable everyone to achieve their potential, live a fulfilled life and contribute positively to society.

Their **mission** is to create improved access to life-changing opportunities.

Their **values** include:

Equity	We are driven by equity and believe everyone can thrive.
Brave	We are brave , always striving to do the right thing.
Nurture	We nurture people to succeed.
Creative	We are creative , adapting and evolving to tackle today's challenges.





Job Description

Title	Director of Finance and Resources		
Contract Type	Permanent	Hours	Full-Time (40 hours per week)
Reports to	Chief Executive Officer		
Location / Base	Central London		
Working Arrangements	Hybrid working: 2 days in office per week.		
Salary	£70,000 - £75,000 pa		
Vetting Required	Enhanced DBS		

Job Purpose:

The Director of Finance and Resources is responsible for providing a central and coordinated focus for all support services functions within Central YMCA (the Charity). The position leads the Finance, Technology, Property, Facilities and Health & Safety departments.

The role is integral to the success of the Charity as a whole and the role holder will need to display strong leadership at Executive and Board level as well as inspiring their teams to create and deliver against the Charity strategy.

The combination of these functions under one central, strategically focussed directorate ensures centralisation of process, standardisation of practice and the alignment of the organisation's support services. The role is responsible for ensuring delivery of an innovative and forward looking back-office service that supports and drives operations.

The role provides strategic leadership of all departments and ensures fulfilment of the organisation's strategic objectives by providing cohesion across all Central Services functions to achieve alignment and efficiencies. This will be achieved through proactive engagement with each operation, robust support and challenge of financial decision-making and strategic directives informing key decisions across the Charity. This includes the successful delivery financial performance targets and management of Central Services expenditure levels to ensure that cost controls are adhered to and spend is aligned with annual and overall strategic targets.

Key Areas of Responsibility:

1. Executive Team member:

To provide ongoing support and challenge to the Chief Executive, wider Executive Team and Board. To actively drive the Charity's strategy, utilising all available management information to coherently advise on the Charity's direction and decision-making process. To actively support brand awareness



through relevant channels and networking. To ensure all information requested and provided is accurate, timely and relevant. To proactively lead, encourage and support all team members to actively deliver the Charity’s strategy and cultural vision.

2. Finance:

Responsible for leading a team that can provide accurate and robust financial information in a timely manner that enables informed business decisions to support the ongoing commercial and charitable needs of each operation within the Charity. Active management of budgets and forecasts to ensure commercial growth. This includes all financial reporting requirements and treasury management (overseeing the organisation's cash and liquidity performance), including supporting and driving the annual budget and financial planning processes and regular and timely forecasts to monitor progress against financial and strategic objectives and to highlight variances that require immediate intervention.

3. Property, Facilities and Health & Safety:

Responsible for driving the Charity’s premises and facilities strategy. Providing strategic direction for operations around commercial use of facilities and health and safety requirements. Ensure that effective Health & Safety practices are adhered to across the organisation.

4. IT & Digital:

Responsible for developing, designing and managing IT and digital infrastructure within the Charity. Ensuring that all operations have the necessary technology to deliver forward thinking and innovative provision in a digitally secure and compliant manner.

Person Specification

Experience	Essential	Desirable
Significant experience in leading and managing back-office functions in complex multi-department organisations	✓	
Experience providing a proactive partnering role to operations in ensuring achievement of budgets	✓	
Experience of operating at Executive level	✓	
Robust and relevant knowledge of Education and Health and Wellbeing funding sectors	✓	
Relevant knowledge of charity IT, Governance and Finance requirements		✓
Experience in managing and turning around deficit budgets		✓
Skills and Abilities	Essential	Desirable
Full Accountancy Qualification (CCAB, CIMA or equivalent)	✓	
Proactive and strategic thinking	✓	
Confident in ability to challenge upwards	✓	



Excellent problem-solving and succinct decision-making abilities	✓	
Capable of agile thinking to provide fast, accurate answers to questions	✓	
Excellent communication skills, written and verbal	✓	
Highly developed analytical thinking skills including the ability to analyse complex documents, to understand and communicate their impact to others	✓	
Excellent attention to detail, particularly the ability to write complex reports and proposals	✓	
Ability to work under pressure and to deadlines	✓	
Strong metrics management and use of data to make decisions	✓	
Proven ability to utilise data to drive performance	✓	
Excellent IT skills and knowledge of CRM, all Microsoft office packages and relevant lead gen software	✓	
Proven ability to inspire, motivate and enable a high performing team to achieve success	✓	
Able to work in partnership with people at all levels, demonstrating strong skills in networking and influencing	✓	

This job description is issued as a guideline to assist you in your duties, it is not exclusive or exhaustive. Due to the evolving nature and changing demands of our business, this job description may be regularly reviewed to ensure it is an accurate representation of the post. You may, on occasions, be required to undertake additional or other duties as may reasonably be expected within the scope and grading of the post and according to the needs of the organisation.

Commitment to Equal Opportunities

Central YMCA is open to applications from all backgrounds. We are committed to championing equity, acceptance, and inclusion, and provide everyone who works with us the opportunity to reach their potential.

Our doors are open to all and if you connect with our mission, vision, and values, we welcome you to come and be part of our team.

If you require any support or reasonable adjustments during the recruitment process, please let us know and we will be happy to assist.

Benefits:

- 27 days annual leave, plus closure at Christmas bringing the total to 31 days plus bank holidays
- Contributory Pension Scheme – 4% employer contribution
- Free eye tests
- Free membership to the club (Usually priced at £60 per month)
- Employee Discount Scheme
- Employee Assistance Programme (EAP) – a wide range of free and confidential services for you and your immediate family (including counselling sessions)
- A forward-thinking approach to EDI where individuals are encouraged to be their authentic self at work.
- A real opportunity to impact change in the community through your work.



The Application Process

This is an exciting time to work with us. Our charity is transforming, and we need focused, talented people to help us fulfill our potential. You will have a real chance to change lives for the better all over the country. And in return, we can help you achieve more too.

Please apply by submitting your CV in line with the timescales below.

Applications will be under constant review before the closing date, so please submit your application to our exclusive search agent, Robertson Bell. Apply now to be considered!

<i>Application Closing Date</i>	Sunday 3rd December, 11:59PM
<i>First Stage Interviews</i>	W/C 11th December

For further information contact Katie Moore and Jack White at the following:

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