



Livingston James



Position Profile

Regional Finance Director



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Keepmoat is a top 10 UK house builder that specialises in building high-quality, sustainable homes in desirable locations. The company operates across various regions of the UK, delivering homes that cater to a range of needs, from first-time buyers to families and downsizers. Their focus is on providing affordable and energy-efficient properties that meet modern living standards.

Keepmoat is known for its commitment to creating vibrant communities and its involvement in large-scale development projects, often partnering with local authorities and housing associations to help address the demand for affordable housing. They place significant emphasis on sustainability, building homes with an eco-friendly approach to reduce energy consumption and promote a greener way of living.

The company also stands out for its approach to customer service, offering a range of support throughout the buying process and beyond, ensuring that buyers are satisfied with their homes and the community in which they live. To underline this, Keepmoat achieved 5-star builder status in the National Home Builders Federation (HBF) Awards. This is only awarded to homebuilders who receive a rating of at least 90% in the National New Homes Customer Satisfaction Survey.

Keepmoat's Partnership Business Model sets them apart from other homebuilders. It aligns with its partners' objectives, consistently delivering successful, large-scale, mixed-tenure, developments with long-term improvements for the local community. Today, Keepmoat is proud to have long-term partnerships with over 200 partners including local authorities, landowners and registered providers.

Keepmoat regularly works with local authorities and housing associations, to develop innovative approaches that deliver new high-quality homes, faster. And by building homes in partnership with registered providers, they transform brownfield sites into well-designed communities. Over 70% of Keepmoat developments are built this way.

Keepmoat operates nine regional businesses across the UK, organised into three divisions: Scotland, North East and Yorkshire East; North West, Yorkshire West and MCI (a contracting housebuilder); and South Midlands, East Midlands and West Midlands. Each of the regional businesses has its own management board and is empowered to deliver its overarching operational excellence strategy, applying the Group's policies and systems to local markets and circumstances. This agile structure and approach mean they are well-positioned for future growth.

In the financial year to 31st October 2023, Keepmoat delivered a record number of new homes and a strong financial performance against the backdrop of economic volatility, high inflation, rising interest rates and reduced buyer confidence which has characterised the year. The business delivered a record 4,074 high-quality new homes at an average £211k selling price, generating revenues of £864.6m and £101.4m of EBITDA. At this time, Keepmoat also employed 1,112 people, 7% of whom were trainees, apprentices or graduates.

Keepmoat's ultimate parent company is Maison Grafton Sarl, an investment company incorporated in Luxembourg, while its ultimate controlling party is funds managed by Aermont Capital, also registered in Luxembourg. Aermont paid £700m to take over the business from TDR Capital and Sun Capital in 2021.



A single-minded vision and clear values are important to Keepmoat. The vision behind everything Keepmoat does is building communities and transforming lives. It means they develop homes not houses, thinking long-term and creating new communities that continue to improve people's quality of life for years to come. This approach delivers a sustainable future by investing in the environment, championing the local economy, employing local people and prioritising social value.

Keepmoat's values are the foundation for their vision, the cornerstone of their culture and the benchmark for their achievement. The values also reflect Keepmoat's attitudes and behaviours to their people, partners, clients and customers.

- **Straightforward:** We get the job done in the most efficient way. We are friendly, open, and honest. In other words, the people you could trust on any project, large or small.
- **Passionate:** We care about what we do. We put pride and energy into delivering results. We give the best, so more people can enjoy living in safe, happy communities and homes.
- **Collaborative:** We work together in partnership to deliver the very best customer experience. By sharing our expertise, we can build the very best quality new homes.
- **Creative:** We are proactive, flexible, and resourceful.





Title:	Regional Finance Director (Scotland)
Reports to:	Divisional Finance Director
HQ Location:	Cambuslang, Glasgow (Scotland)

The Regional Finance Director role supports the Divisional Finance Director in driving delivery of the budget and strategic direction, leadership and management in finance controls and business planning and corporate governance and leads the regional Finance team. Challenge others to drive performance improvement without damaging confidence levels or performance output.

Key responsibilities will include (but are not limited to):

- A key and pro-active member of the Regional Board
- Act as deputy in the Regional Managing Director's absence as required
- Develop the best-in-class regional finance team
- Develop a robust, risk-balanced and achievable, 5-year business plan with the Regional Board, Divisional Chair and Divisional Finance Director
- Work with the Regional Managing Director, to ensure that the regional team are fully aware of their individual responsibilities in delivering the 5-year business plan through clear targets, regular progress updates and early identification of key risks to delivery
- Work with Regional Board to prepare a robust and deliverable monthly profit and cash forecast
- Drive a culture of maximising site profitability within the region, providing challenges on sales prices and costs
- Provide a key point of contact for the Central Finance function, based in Doncaster
- Develop best practice procedures and reporting, working with Divisional Finance Director and Central Finance team
- Provide regional financial analysis to support Regional Managing Director and business needs, including clear variance reports and risk analysis supported by clear commentary
- Deliver robust and accurate Monthly Management Accounts and ensure adherence to accounting policy and procedures
- Attend and provide challenges in the Monthly Cost to Complete reviews and ensure risks and opportunities are being appropriately recognised and recorded
- Ensure that full site life reviews (cost and revenues) are undertaken on a monthly basis to ensure accurate blended margin profit recognition
- Working Capital and Cash management, supported by accurate weekly cash forecasts
- Understand and improve the working capital cycle, enhancing the cash balance and maximising ROCE
- Prepare overhead forecasts with Regional Managing Director and control actual spending to forecast
- Ensure accurate marketing forecast by working with the Sales Director



Keepmoat is a large, fast-paced company and the successful candidate will play a critical role in supporting current performance and helping drive future success. The Finance Director will possess a natural business partner mindset, constantly seeking opportunities to support their stakeholders to deliver positive results.

It would be advantageous if candidates have a background in similar industries or from other large, contract-led business environments. However, above all is the requirement for the right fit for the business and its people, so applications are welcomed from individuals from a range of backgrounds.

First-class communication skills, strong commercial and strategic acumen, and an ability to manage a wide range of stakeholders are all essential in what is very much a people and relationship-led business.

A summary of the key candidate requirements is as follows:

Skills, Knowledge, Qualifications and Experience:

Essential:

- Qualified Accountant (ICAS/ICAEW/ACCA/CIMA or equivalent)
- The ability to work under pressure and to deadlines
- Must be organised and able to manage their time effectively
- Demonstrate drive and energy in delivering high performance and keeping the team focused on business results
- Previous experience in a similar-level of role
- High level of interpersonal skills
- Good at developing relationships
- Able to communicate at all levels
- Experience within a construction, contracting or other B2B business
- Strong financial planning and analysis experience
- Experience in managing financial process change and system implementation

Desirable:

- Knowledge of people management tools and techniques e.g. talent mapping; succession planning etc
- Covered a more senior role to support upward management experience
- Experience in managing and developing a high performing finance team
- Strong cash management and treasury experience would be advantageous



Behaviours:

Straightforward

- Communication
 - Encourages and contributes to quality conversations
 - Challenges others in an open and honest way
- Openness and integrity
 - Develops trust through being open, honest and friendly
 - Has a positive impact by doing what they say they will do

Creative

- Innovation and Change
 - Open-minded, flexible and willing to test/trial new products and services
 - Has a progressive mindset and sees the big picture
- Thinking and decision making
 - Asks questions and uses available information to make logical decisions
 - Demonstrates good problem-solving capability and identifies solutions

Collaborative

- Building relationships
 - Works to break down barriers
 - Treats others how they wish and want to be returned
- Team working
 - Encourages others to have their say by involving them in decision-making
 - Is a willing team player treating others with fairness and respect

Passionate

- Pride and Resilience
 - Lives and breathes the Keepmoat Homes way
 - Positively contributes to the overall success of the business and team
- Delivering Results
 - Consistently delivers what's needed
 - Demonstrates a 'can do' approach, identifying solutions not problems

Other:

HS&S Responsibilities:

- To take care of your own health and safety and that of others who may be affected by your work and adhere to the Keepmoat Health, Safety and Sustainability standards.



Remuneration

A highly attractive salary, benefits package and bonus structure commensurate with the background and experience required for the role is on offer.

The search and selection process of this assignment is being managed by advising consultant, Mark Lewis, Director at Livingston James, and supported by Harry Thomson, Research Consultant.



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The Recruitment Process

First stage interviews will be conducted by retained consultant, Mark Lewis of Livingston James.

Subsequent stages will involve meeting members of the leadership team of Keepmoat, including the Divisional Finance Director and Regional Managing Director.

All third-party applications, enquiries and direct approaches to Keepmoat will be referred to Livingston James.

Keepmoat Homes is an equal opportunities employer and positively encourages applications from suitably qualified and eligible candidates regardless of sex, race, disability, age, sexual orientation, gender reassignment, religion or belief, marital status or pregnancy and maternity.