



**Taylor
Wimpey**

POSITION PROFILE

Finance Director
(West Scotland Region)



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Taylor Wimpey is a FTSE 100 business and one of the largest residential developers in the UK, building new homes and communities across England, Scotland and Wales. They are passionate about building new homes and communities with a focus on sustainability.

In 2007, George Wimpey and Taylor Woodrow merged to form Taylor Wimpey. They are proud of the home building and construction heritage of both companies, which dates back more than 100 years. Taylor Wimpey builds and sells over 14,000 homes each year. They also make a positive contribution to the communities in which they work by developing infrastructure and making financial contributions to local authorities

In 2021, Taylor Wimpey generated revenues of £4.285b and profits before tax of £680m across their 23 business units in the UK, with very healthy operating margins of c20%. The West Scotland business is one of the largest business units in the UK with revenues of c£225m in 2022 with further growth projected in 2023. The West Scotland business is part of the Scotland, North East & North Yorkshire division.

People are important to Taylor Wimpey, and they want to make sure that they reward and recognise all their great work. Their employees enjoy many standard benefits including access to the Taylor Wimpey House purchase discount scheme, pension (including company contributions), quality health cover, share save schemes as well as many flexible benefits such as buying additional holiday days, retails discounts, free Bupa health assessments and so much more. The benefits work perfectly with the Taylor Wimpey culture where you feel valued as a member of a successful team.

Taylor Wimpey offers industry leading subsidised professional training and development, which supports employees to excel and fulfil their career and personal goals in a variety of opportunities and environments. This in turn drives a strong succession of high performing customer centric leaders, really putting customers at the heart of everything. Taylor Wimpey embraces diversity and looks to develop their people in the skills and areas they are most interested in, leveraging the qualities and appreciate the unique competencies, skills and experiences that each person brings to the company.

Taylor Wimpey works hard to attract the best talent for their award-winning business and are proud to feature in the top companies to work for on Glassdoor, voted for by their employees. To read more about what it's like to work with us then have a look at our Glassdoor profile by clicking [here](#)

To learn more about Taylor Wimpey, please visit them online at www.taylorwimpey.co.uk



Each of Taylor Wimpey's regional businesses has a finance team that drives the commercial performance of their respective business and is responsible for providing valuable reports to our Group Finance team based in Head Office. Led by their Finance Director, each of these teams is vital to the financial structure of the organisation. Through quarterly forecasts and monthly accounts, they provide key data to the board and enable some of the most important strategic decisions for the business.

The Finance Director is a key member of the regional management team, acting in a business-wide role to proactively support the Managing Director to maximise delivered value. The Finance Director will have a deep level of operational knowledge to enable critical review and challenge of key decisions and information across all functional disciplines within the business unit. The Management Team in Scotland is well established and, in addition to the Managing Director and Finance Director, also contains a Commercial Director, Sales Director, Customer Director, Land Director, Technical Director and Production Director.

The role requires a Finance Director with the skills and experience to deliver current projects along with the ambition to support the growth of the business over time as it develops. The Finance Director will be involved in supporting and managing stakeholders across the business; helping identify and develop strategies to maximise revenue and profit growth.

This position has become available due to an internal promotion. It represents an exceptional career opportunity for an ambitious, driven finance professional, who can provide sound financial stewardship to an already highly successful business and make a positive impact on strategic decision making. If you are looking to join a thriving, company going through an exciting period then please get in touch.





Job Title:	Finance Director (West Scotland Region)
Reports to:	Managing Director (West Scotland Region)
Location:	Paisley, near Glasgow

The Finance Director will be a key member of the Taylor Wimpey West of Scotland management team and responsible for the following key deliverables:

- Partner the Managing Director on all new business decisions, including land acquisitions and review all aspects of the scheme with the management team
- Partner all other Regional Directors, providing input on key strategic decisions and working alongside other core functions to support the successful maintenance of operations
- Sign off the financial models for the regional office and write the final recommendation to the Managing Director
- Obtain a true understanding of costs and risks for each site and provide active reviews and challenges of the costs incurred to date
- Drive the discussion at the management team board, by presenting analysis, insight and interpretation of performance against business plan
- Monitor financial performance, interpret and identify trends and make recommendations to the business
- Lead the forecasting process for the business and review the operational assumptions with the management team
- Provide ad hoc analysis to support future performance
- Review of the regional land bank, giving recommendations to the Managing Director
- Review cash forecasts before submission to the Group Treasury function
- Ensure accounting and the regional financial control procedures are in line with the Group accounting policies
- Directly manage the Finance Manager, supporting their development, learning and advancement, and indirectly the broader finance team (additional eight staff)





Taylor Wimpey 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. Over time, it is likely the Finance Director will need to make improvements to the finance infrastructure, so experience of implementing systems, processes and management reporting, whilst also developing their people to deliver to a consistently high standard, is essential.

It would be advantageous if candidates have a background in similar industries or from other large, blue-chip 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:

Experience:

- Considerable post-qualified experience gained from both business finance/performance roles and accounting & financial control roles.
- Experience must include:
 - Financial accounting and leading month end close, building or operating in a control framework
 - Evidence of responding to and working with external auditors
 - Providing analysis, forecasting and planning
 - Supporting and challenging businesses to make optimal operational and performance decisions
- Desirable experience includes:
 - Joint Ventures
 - M&A activity
 - Business risk management
 - External audit
 - Systems implementations
- Financial support for business deals (e.g., new contracts, M&A, Joint Ventures)
- Experience of successfully leading and developing a team



Qualifications:

- Professionally qualified accountant (CA, ACCA, ACMA) with PQE commensurate with a role at this level of responsibility

Skills, Knowledge & Abilities:

- Knowledgeable in current accounting standards and any proposed changes that are applicable to the business
- Ability to prioritise and adapt to workload
- Strong analytical, organisational and decision-making skills
- Excellent communication and problem-solving skills with an ability to influence key members of senior management
- Ability to assess and drive business improvement projects
- Excellent IT skills, with a proven track record in optimising finance systems

Other Key Characteristics & Behaviours:

- A natural leader who intuitively motivates teams
- High levels of drive and personal commitment to achieve success
- Remains calm when under pressure
- Commercially curious and relishes challenges
- Results driven with a respect for deadlines
- A business partnering mindset, anticipates stakeholder needs
- Not afraid to challenge the status quo and evaluate/present alternatives as required
- Team player, especially in developing relationships with senior and non-finance stakeholders
- A positive fit with the Taylor Wimpey culture, demonstrating excellent people skills and high levels of engagement, energy and ambition





A highly attractive financial package is available to the successful individual and will be commensurate with the background and experience required for the role. See details below:

- £Excellent basic salary, dependent on experience
- Significant annual bonus scheme
- MTIP 2-year scheme
- Generous car allowance / BMW 5 series / Jaguar i-Pace or similar
- Generous TW pension contribution, doubling employee contribution
- Private medical cover for individual
- Life assurance cover of x4 salary
- 26 days holiday + bank holidays (opportunity to buy four more)
- House Discount Scheme
- Agile working

For more information on remuneration please contact Mark Lewis at Livingston James

Contact details are as follows.

T: 07738732776 or E: marklewis@livingstonjames.com



The Recruitment Process

Initial interviews are with our retained advisors at Livingston James.

First stages are with the Divisional Finance Director (Scotland, North East & North Yorkshire) and Managing Director (West Scotland Region).

Second and final stages are with Group Financial Controller, Divisional Chair (Scotland and North East & North Yorkshire) and Group Financial Director.

Interviews will be carried out both in person and virtually as required and as is practical.

Individuals seeking employments at Taylor Wimpey should know that they foster a culture of inclusion and value diversity positively which creates a better workplace and delivers stronger outcomes. Taylor Wimpey commits to treating all their job applicants and employees fairly and with respect, irrespective of background, disability or any other protected characteristic. If you require any assistance with regards to reasonable adjustments during the application process, please do not hesitate to contact us.