



Finance Director - Repowering Ltd

Salary: £60k to £70k, dependent on experience

Contract: Full time, 5 days a week

Location: Hybrid role with minimum of 2 days a week in London office

Role Outline: Responsibility for finance, human resources and office operations, Repowering Ltd Company Secretary. Management of small team of finance and non-finance members.

About Repowering Ltd

Repowering London is an award-winning social enterprise organisation, developing clean energy for urban communities, through community-owned renewable energy, energy efficient programmes, in partnership with local authorities and residents.

As a community development organisation, we enable local communities to plan, fund, build and benefit from clean energy and energy efficiency projects across buildings.

Our vision is for every town and city in the UK to benefit from locally owned clean energy. We believe that urban buildings can be transformed into intelligent, efficient clean power hubs, providing substantial economic, social and environmental benefits.

Energy security can become the norm and inequality and fuel poverty a thing of the past.

Job purpose

We are now seeking to appoint a Finance Director who will hold overall accountability for the financial leadership of the organisation. The Finance Director reports directly to the Chief Executive Officer.

This role includes financial oversight of Repowering London's Family of community energy co-operatives currently consisting of 8 separate London-based organisations, but soon to increase in number.

The Finance Director provides **strategic leadership** and operational oversight of financial and administrative activities as follows:

- Timely accurate and reliable **financial reporting** for all key stakeholders, including Board, Senior Leadership Team, Regulatory Authorities, Taxation Authorities, Auditors and external funders
- Ensuring robust **financial controls**, policies and systems are in place and have the hallmarks of integrity and consistency

- Leadership on **decision support** with business partners through an effective budgeting and forecasting system including financial planning, cashflow management and investment decisions
- Ensuring that the organisations **Human Resources** are managed effectively and in compliance with relevant laws and regulations
- Oversight of the organisation's **Information Technology** to ensure that it is robust, fit for purpose and compliant with relevant laws and regulations
- Acting as **Company Secretary** ensuring compliance with relevant law and the requirements of Companies House and the FCA
- Act as a key partner in **Team Leadership and Culture** with a small team of finance and support staff to manage.

Key responsibilities

Strategic leadership

- Lead the organisation's financial strategy, ensuring alignment with mission, long term sustainability and growth plans
- Be a trusted advisor to the Chief Executive, Board and Senior Leadership Team on financial reporting, financial controls and investment decisions
- Contribute to organisational planning, business modelling and strategic decision making.

Financial reporting and controls

- Provides administrative support and financial management for 10 London based Co-operatives.
- Oversee finance operations ensuring timely accurate and reliable financial information
- Maintain, review and update internal financial controls across the finance function
- Identifying, assessing and mitigating financial risks
- Responsibility for the review and audit of financial processes across the organisation including the people we support.

Decision support

- Lead the preparation of the annual budget and multi-year financial plans
- Working in partnership with other leaders ensure that effective financial tools are in place to manage cashflow, project budgets and capital investment decisions
- Oversee financial management of external grants, ensuring compliance with funding conditions, accurate monitoring and timely reporting
- Support the development of new income streams, pricing models and financial assessments for new projects or partnerships
- Work closely with programme leads to ensure project budgets are well-managed and financially viable.

Human Resources (HR)

- Working with the Chief Executive and other Strategic Leaders to ensure that all key HR requirements are factored into the organisation's financial planning framework

- Ensure effective governance is in place for the organisations HR Policies and Procedures and that they are compliance with all relevant laws and regulations
- Leadership across the organisation for ensuring adherence to 'best in class' HR standards including culture.

Information Technology (IT)

- Oversight of the organisation IT requirements to ensure that future IT needs are identified and can be responded to in a flexible and manageable way
- Ensure that all IT Policies and Procedures are compliant with the relevant laws and regulations.

Company Secretarial and Governance

- Ensure that all statutory reporting to statutory regulators and HMRC is completed in a timely and accurate manner.
- Monitor the corporate regulatory and compliance horizon to ensure that the organisation is positioned to meet any future changes.

Team Leadership and Culture

- Lead and develop the finance team, currently 2 members of the team, fostering a culture of accountability, collaboration and continuous improvement
- Additional line management for part-time operations and HR support staff member, with a retained HR support provider
- Line management of IT Support part-time member of staff
- Support financial literacy across the organisation, enabling non-finance colleagues to manage budgets confidently
- Champion organisational values and contribute to a positive, inclusive working environment.

About you

Essential

- Qualified accountant (ACA, ACCA, CGMA or equivalent)
- Experience in senior financial leadership, ideally within the charity, social enterprise, or public sector
- Strong understanding of statutory grant funding, restricted funds, and project-based financial management
- Demonstrable experience of developing financial strategies and leading organisational budgeting processes
- Excellent analytical, communication, and stakeholder-management skills
- Ability to work collaboratively as part of a senior leadership team
- Commitment to social impact, community empowerment, and the transition to a low-carbon future
- The successfully candidate will be required to work from the office at least 2 days per week.

Desirable

- Experience in the energy, sustainability, or environmental sectors
- Experience in modelling new business opportunities and longer-term strategic change
- Knowledge of charity accounting (SORP) and community-benefit business models
- Experience supporting organisational growth or diversification of funding through new investment models.

How to apply

Please send CV and covering letter to alison.richardson@repowering.org.uk.

We plan to review applications as and when received and interview accordingly. Therefore, if you are interested, please submit your application on a timely basis to ensure you are considered. If you have any questions about the role please contact Alison Richardson, email above.

Repowering London is committed to providing equal opportunities for all applicants regardless of their background. We value diversity whilst recognising that accessing employment has different challenges for different people. We encourage applications from Black, Asian and minority ethnic people; people who identify as having a disability; people from the LGBT+ community; and people who identify as working class (or have done in the past). If you would like to have an informal chat before applying, please get in touch – we would be very happy to talk to you.