



Job Description – Finance & Business Performance Director

Department	Central Services
Grade	15
Reporting to	Chief Finance Officer
Direct reports	Yes
WTW Code	AFB010-P5-15

Job Purpose

- The Finance & Business Performance Director provides enterprise-wide leadership on business performance, insight and decision support. As a key member of the senior leadership team, the role translates organisational strategy into measurable outcomes, enabling leaders to make informed, commercially sound decisions and drive delivery across the organisation. Offering leadership on business performance, insight and decision support.
- The role combines strategic financial leadership, performance management and business intelligence, ensuring that financial, operational and strategic insight is integrated, robust and action focused. Working closely with the Executive team, the Director shapes long term business performance, manages risk and opportunity, and embeds a strong performance and commercial culture across the organisation.

Key Responsibilities

Enterprise performance and insight

- Lead the organisation's enterprise performance framework, ensuring strategy is translated into clear outcomes, priorities and delivery plans.
- Provide high-quality insight, analysis and challenge to Executive and senior leaders, supporting evidence-based decision-making.
- Integrate financial, operational and performance data to support effective planning, prioritisation and resource allocation.
- Identify performance risks, opportunities and systemic issues, ensuring insight leads to action and accountability.

Key Responsibilities

Strategic and commercial leadership

- Act as a trusted strategic partner to the Executive team, contributing to the development of short, medium and long-term business strategy.
- Strengthen commercial thinking and financial acumen across the organisation, embedding a disciplined, value focused mindset.
- Challenge business cases, investment decisions and delivery plans to ensure alignment with strategic priorities and efficient use of resources.
- Advise the Executive on business performance, trade-offs and strategic choices in a complex and regulated environment.

Governance and performance management

- Strengthen governance, consistency and discipline in performance management, planning and reporting.
- Lead enterprise performance review forums, enabling clarity, transparency and timely decision-making.
- Work across the enabling functions to ensure advice, frameworks and cultural tone balance delivery and innovation with control.
- Ensure performance reporting is clear, relevant and impactful, translating complex information into accessible insights.

Leadership and capability building

- Lead, develop and mentor a high performing team across business partnering, performance and insight functions.
- Foster a culture of accountability, collaboration, continuous improvement and business partnership.
- Model inclusive, enterprise leadership behaviours and set a strong standard for cross organisational working.

Financial oversight and external engagement

- Provide oversight of financial management, working closely with the Financial Controller to ensure robust controls, compliance and assurance.
- Support statutory reporting, audit processes and regulatory requirements as required.

Key Responsibilities

- Support the CFO to effectively manage Board relationships and deputise for CFO at Board or ExCo as required.
- Build and maintain strong relationships with external partners, advisors and stakeholders, bringing external insight and best practice into the organisation.

Key relationships:

- Executive team and Board
- Chief Finance Officer and senior finance leaders
- Wider enabling function partners
- Senior leaders across the organisation
- External auditors, advisors and strategic partners

Role requirements

Essential

- Fully qualified finance professional with a strong commitment to professional development.
- Significant experience operating at senior, enterprise level within complex, regulated or data led organisations.
- Deep expertise in business performance management, strategy, finance and analytics.
- Proven ability to integrate financial and operational insight to drive organisational performance.
- Strong leadership capability, with experience building and leading high performing, specialist teams.
- Highly credible communicator, able to influence, challenge constructively and build trust at Executive and Board level.
- Comfortable working with complexity, ambiguity and competing priorities, exercising sound judgement and resilience.

Desirable

- Experience leading organisational change or transformation.

Role requirements

- Sector experience within financial services, insurance or similarly regulated environments.

Leadership behaviours

- Strategic and enterprise focused-focused.
- Commercially astute and analytically rigorous.
- Inclusive, collaborative and values led-led.
- Confident in challenge, clear in decision-making-making.
- Accountable and outcome driven-driven.