

Head of Resource Systems

Slough is a dynamic economic hub at the gateway to London and the Thames Valley, with excellent transport links including the Elizabeth line and proximity to Heathrow Airport. We are seeking exceptional finance professionals ready for a challenging, career-defining role. With a new S151 officer and a balanced budget for 2025/26, we are poised for financial resilience and a bright future. Our Finance and Procurement Teams have a robust improvement programme focused on career development. Be part of our critical transformation and thrive in a supportive, demanding environment.

Join an energetic and dynamic team as the Head of Resource Systems. Slough is dedicated to achieving ambitious finance goals and maintaining a high-performance culture. You will be pivotal in advancing the council's reputation by delivering top-tier Enterprise Resource Planning (ERP) accounting systems and other finance related systems (Resource systems). Collaborating with various teams and stakeholders, you will help create an effective and sustainable organisation that provides exceptional value to residents. This role is instrumental in shaping finance strategies and pushing boundaries for continuous improvement.

Responsibilities:

- Lead a team with direct oversight of 2 members and indirect guidance of 3
- Manage financial contracts valued at £300,000
- Develop innovative ERP systems and other finance related systems
- Collaborate with various teams and stakeholders to drive continuous improvement

What You Will Do:

- Lead and develop a talented resources systems team for successful financial outcomes
- Ensure effective financial control and assurance within council systems
- Maintain influential relationships with senior stakeholders to understand future needs and risks
- Oversee contracts with resource system suppliers to ensure ERP system integrity and development
- Promote continuous improvement within finance using KPIs and aligning with the council's vision

Your Skills:

- Proven expertise in ERP systems, including data management, governance, and analytics
- Strong leadership skills with experience navigating challenging environments
- Ability to lead and manage change in complex organizational settings
- Excellent communication skills to build influential relationships with stakeholders
- Commitment to equality and diversity in the workplace, fostering a positive environment

Are you ready to lead and transform Slough's financial landscape? We need resilient, adaptable professionals who can develop sustainable strategies, drive procurement excellence, and support broader economic objectives. If you thrive on complexity and see challenges as opportunities, join us in making a real difference. We offer a genuine career-defining opportunity for those who are prepared to step up, challenge the status quo, and make a real difference. If you are a finance professional who thrives on complexity, sees challenges as opportunities, and wants to be part of a transformative journey, we want to hear from you. Apply now and turn potential into performance.

Job Description

Financial Responsibilities:

Contract value £300,000.

Main purpose of Job:

As a key manager in the department to manage and mobilise resources proactively to contribute to achievement of Slough Finance ambition to be “Best in Class”, to contribute to a high performance and continuous improvement culture delivering a leading edge Enterprise resource planning (ERP) accounting system and other related finance systems, promoting and embedding best practice methods and standards.

Lead by example in modelling and embedding the council’s values and behaviours, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council’s objectives and priorities to help build a sustainable highly effective organisation and develop our reputation as a successful council delivering great value for its residents.

Specific responsibilities

- Accountable for the leadership and development of the resource system team to deliver aspirational, successful financial outcomes that will deliver corporate Enterprise Resource Planning (ERP) system services and other related finance systems to the council.
- Leading on the delivery of an effective financial control (both internal and external) and assurance environment for the council’s financial systems through a robust change control process.
- Develop and maintain influential relationships with senior stakeholders and other users of the resource systems across the council to build insight into existing levels of capability against future requirements, to identify gaps and risks to the council’s strategic plan.
- Develop and maintain a strong relationship with the Council’s resource system suppliers as the contract lead, ensuring integrity of the ERP system is maintained and that the future roadmap of digital development is maximised in council processes, system capability and reporting to deliver positive outcomes for our staff and decision makers.
- Role model a continuous improvement approach, developing and utilising people KPIs, to ensure Finance solutions add value, are in line with the Council’s vision and drive sustainable performance for the Council and Finance customers.
- Design, deliver and evaluate training and facilitation interventions that are impactful and deliver quality outcomes in line with the Council’s vision.
- Continually seek and act on feedback to learn and develop as a professional and as a leader taking responsibility for own CPD and act as a role model for the senior team. As a high performing service, Finance is constantly improving and all Finance professionals are expected to engage in alternative roles in other areas of Finance or the wider Council, for personal and professional growth or where it may be operationally required.
- Lead on specific requests from the leadership team relating to the resource systems.

Person Specification – Head of Resource Systems

Qualifications	Essential / Desirable
Professional accounting qualification through one of the accounting bodies within the Consultative Committee of Accountancy Bodies (CCAB) e.g. CIPFA, ACCA, ICAEW, CIMA.	E
Post graduate or relevant knowledge and experience, Or extensive relevant knowledge and experience	D
Project Management	D
Skills and Experience	
Extensive knowledge of ERP systems and their financial control environment including data, quality, governance and analytics	E
Proven leadership and management skills that lead to successful outcomes and which has provided clarity and direction to create a culture which has enabled them to perform effectively during challenging and difficult times	E
Evidence of developing and maintaining influential relationships with senior stakeholders across a large organisation to build insight into existing levels of capability against future requirements.	E
Ability to lead change in complex environments	E
Evidence of being recognised as an authority in the subject, and of having engaged and influenced others to shape and deliver a large organisation's strategic aims.	E
Evidence of leading resource professionals to provide innovative and aspirational financial approaches which have maximised current and future performance capability throughout a large organisation.	E
Evidence of using a coaching style of leadership to enable senior managers to take accountability for delivering financial outcomes within a large organisation.	D
Demonstrates an awareness of the Values and behaviours expected from Slough Borough Council to promote a positive working environment and culture	D
Knowledge	
Strong knowledge of the issues facing local government and those relevant to service/functional responsibilities, together with the legal, financial and political context of public sector management and the statutory responsibilities of this post.	D
Ability to build and nurture relationships with colleagues and external providers.	E
Ability to lead, motivate, enthuse inform and develop people, both within the team and those in other departments	E
Excellent presentation skills, able to deliver to all levels/stakeholders	E
Excellent communication skills, both written and verbal	E
A commitment to equality and diversity.	E