



Tall Roots



One of our hardy property industry participants at this March's LandAid SleepOut



LandAid

Chief Financial and Operating Officer

Candidate Pack
June 2026

Welcome

Thank you for your interest in becoming our Chief Financial and Operating Officer at LandAid.

Last year, 124,000 young people approached their council for help because they were homeless or at risk of homelessness. The figure has risen year-on-year for eight consecutive years, highlighting the scale of a challenge that continues to affect young people across the UK. Yet we believe the resources, expertise and influence already exist within the built environment sector to help tackle youth homelessness. That is where LandAid comes in.

We bring together the UK property industry, harnessing its capital, assets, skills and networks to help end youth homelessness. We do this by awarding grants to frontline charities, providing financial support, brokering free professional advice and expertise, and creating opportunities for our partners to make a meaningful difference to the lives of young people.

In 2024, we launched an ambitious new five-year strategy that seeks to positively impact the lives of 10,000 young people and generate £150 million of social value by 2029. Half-way through this strategy, and we're on track to meet, if not exceed our targets. Alongside our longstanding focus on creating safe and affordable accommodation, we are expanding our work in employability, social investment, data and evidence, and policy influence to help drive lasting change.

The Chief Financial and Operating Officer plays a critical role in helping us achieve these ambitions. A key member of the Leadership Team, you will ensure we have the financial insight, operational effectiveness and governance frameworks needed to deliver our strategy successfully. A key priority will be to provide high-quality management information, analysis and forecasting that supports confident decision-making across the organisation.

You will also help us continue to strengthen our internal operations, driving continuous improvement and ensuring our systems, processes and technology support a more efficient, evidence-led organisation. Working closely with our Board committees, you will oversee financial stewardship, risk management and governance, helping to ensure LandAid remains resilient and well positioned for future growth and impact.

Beyond finance, you will oversee our outsourced HR and IT functions, ensuring we receive high-quality and cost-effective support and have robust systems and policies in place. You will also help us continue our commitment to being an excellent place to work, building on our strong culture and ensuring colleagues are supported to thrive and develop.

We are looking for a qualified accountant who brings senior finance leadership experience, either at executive director level within an organisation of similar scale or at deputy director level within a larger organisation. Experience within the charity sector would be valuable, although candidates from other sectors with a strong commitment to our mission will also be considered. Knowledge of the built environment, capital investment or social investment would be advantageous.

Most importantly, we are looking for someone who combines technical expertise with a collaborative leadership style; someone colleagues trust, learn from and enjoy working with. You will be comfortable providing clear advice and challenge when needed, while supporting and developing those around you.

Diversity in all its forms matters to us, and we especially welcome applications from qualified women, people who are from black and minority communities, who are LGBTQ+, who live with a disability, and/or haven't been privately educated.

I hope this document provides you with an insight into what we are all about at LandAid. Our people are our greatest asset and you would be joining an exceptional team united by a shared commitment to ending youth homelessness. If that mission resonates with you, we would love to hear from you.



Paul Morrish
Chief Executive Officer

Our Vision, Mission and Values

Together we can end youth homelessness.

Our key five values are:

We are ambitious

- We are bold in the goals we set ourselves and the impact we seek
- We endeavour to inspire those with whom we work
- We recognise and celebrate achievement in pursuit of our mission

We are responsible

- We are open, honest and trustworthy
- We hold ourselves accountable for what we do
- We build lasting and effective partnerships

We are tenacious

- We persevere in the face of challenge
- We demand the best of ourselves, our supporters and our industry
- We bring courage and determination to the tasks we face

We are Inclusive

- We respect, listen to, and learn from everybody we work with
- We bring empathy and kindness to everything we do
- We are committed to diversity, equity and inclusion

We are creative

- We champion innovation, fresh thinking, and new ideas
- We are agile and flexible in our approach
- We keep an eye on the future as well as the here and now

Our vision

An end to youth homelessness in the UK.

Our mission

Every year, thousands of young people in the UK find themselves homeless.

It's a problem that we're here to tackle.

We bring the property industry together to support charities delivering life-changing services for young people who are or have been homeless, or who are at risk of homelessness in the future.

Through a unique network of corporate partners, we invest funding and expertise where we can achieve lasting impact.



Play video



Ending Youth Homelessness:

LandAid's Plan 2024-2029

LandAid is the only charity able to aggregate and multiply the property industry's effort and funding to maximise impact, nationwide.

We do this by bringing together our extraordinary network of remarkable companies and individuals from across all sections of the property industry, to leverage, channel, and multiply their unique capacity to tackle youth homelessness. Our expertise allows us to target investment and support to the very best charities tackling homelessness, right across the UK, empowering them to maximise their impact.

Our long term plan

Through our strategy we will provide homes, jobs and skills, maximising our impact through three key areas.



Place

Creating long-term change in targeted locations with the greatest need, by using collaborative solutions.

[Our regional hubs](#)

Pro Bono

Providing £1 million of Pro Bono support per year, and £4.5 million of Vodafone data to charities across the UK.

[LandAid Pro Bono Programme](#)

Influence

Being a valued expert amongst youth homelessness policy makers. Share, learn and build evidence based data.

[Youth homelessness: The urgent need](#)

5,500

young people supported into accommodation

1,000

young people supported into training and employment

3,500

young people helped to build their foundations to grow

£150 million

of social value created

Read our full strategy

[Download here](#)



Job Description

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|-----------------------|---|
| Job title | Chief Financial and Operating Officer (CFOO) |
| Responsible to | Chief Executive Officer (CEO) |
| Direct Reports | Finance Manager, Finance Officer and Operations & Executive Support Manager |

Role Summary and Purpose

As Chief Financial and Operating Officer (CFOO), you will play a key part in driving the organisation's strategic direction, ensuring financial sustainability, and overseeing the efficient operation of all business functions. You will work closely with the CEO and Board of Trustees to fulfil LandAid's mission.

Key Responsibilities

Strategic Leadership & Planning:

- Serve as a key member of the Leadership Team, actively contributing to the development and execution of LandAid's overall strategy.
- Develop, implement, and oversee a clear financial strategy to support and drive the effective delivery of our strategy.
- Develop and maintain organisational performance metrics to track progress against key objectives (financial and operational), inform strategic decision-making, and ensure a long-term forward-looking assessment of performance.
- Advise the Board and Leadership team on all matters relating to financial and operational performance, to risk, and to compliance.

Financial Management

- Design and implement financial and operational plans, policies and procedures ensuring alignment with regulatory requirements, our mission and values, and best practice.
- Drive a culture of strong financial control and accountability, ensuring compliance with all relevant accounting standards and internal control procedures.
- Provide rigorous cost analysis and advise on ways in which we can achieve greater value for money through better procurement, more effective practices, better use of technology, and greater innovation.
- Oversee the financial translation of our overall strategy through the preparation of annual budgets, monthly management accounts and regular forecasting.
- Lead the annual financial audit process, preparing the financial statements in line with SORP, and ensuring timely and accurate reporting to stakeholders, including the Board of Trustees and our external auditors.

- Manage LandAid's investments and financial reserves ensuring the long-term financial sustainability of the organisation, in line with agreed policies and principles.
- Provide expert financial guidance and support to the CEO, Leadership Team, and the Board of Trustees (both the full Board and the Finance, Governance & Risk Committee with which you will be work very closely), presenting complex financial information clearly and concisely.

Operational Oversight

- Oversee all aspects of LandAid's day-to-day operations and business support, ensuring efficiency, effectiveness, and alignment with our strategic goals. You will have a specific brief to explore ways in which we can use technology (including AI) to improve productivity and decision-making.
- Provide leadership and direction to the finance and support teams, fostering a culture of service, collaboration, high performance, and continuous improvement.
- Responsibility for producing and implementing a digital strategy for the organisation, and ensure we deploy and optimise our digital resources and tech as effectively as possible.
- Develop and implement robust people management practices and policies, ensuring compliance with employment law, promoting a positive and supportive work environment, and positioning LandAid as an employer of choice within the sector.
- Oversee the management of all outsourced functions, including our HR, IT, and legal services, ensuring the delivery of high-quality, cost-effective support while achieving excellent value for money.

Compliance & Governance

- Ensure compliance with all relevant legal and regulatory requirements, including charity law, fundraising regulations, Health & Safety, and data protection laws.
- Maintain and develop our risk management framework, identifying, assessing, and mitigating key internal and external risks.
- Responsibility for cyber security.
- Prepare and present regular reports to the Board of Trustees on financial performance, operational efficiency, risk management, and compliance matters.

In addition, we expect you to be a committed and effective member of the LandAid team, to uphold our values and culture, to be generous in your support for others, and to take your own professional development seriously.

This job description is not necessarily an exhaustive list of duties but is intended to reflect a range of duties the post-holder will mainly perform. The job description will be reviewed regularly and may be changed in the light of experience and in consultation with the post-holder.

Person Specification



Knowledge and Experience

Essential

- Qualified accountant (e.g., ACCA, ACA, CIMA) with a proven track record of success in a senior finance leadership role, ideally within the charity or non-profit sector.
- Demonstrated experience of developing and implementing financial strategies, managing budgets, and overseeing financial reporting and audit processes.
- Experience of managing or leading business support or operations functions.
- Experience leading and managing teams, fostering a culture of service, collaboration, high performance, and accountability.
- Experience of successfully introducing innovation to improve efficiency and productivity.
- Experience of designing and maintaining effective methods of capturing accurate performance data.

Desirable

- Knowledge of models of social investment.
- Knowledge of the digital landscape as it applies to the workplace (collaboration and workstream management in particular).
- Familiarity with the principles and practice of effective human resource management.
- Understanding of the property industry and/or experience working with corporate partners.
- Experience working with organisations focused on homelessness or social housing would be highly valuable.

Skills and Abilities

- Strong strategic thinking and planning skills with the ability to translate organisational vision into operational plans.
- Exceptional financial acumen, including deep knowledge of accounting principles, financial modelling techniques, and risk management best practices.
- Excellent communication and interpersonal skills, with the ability to build relationships, influence stakeholders, and present complex information clearly and concisely to diverse audiences.
- Passion for LandAid's mission and a deep commitment to ending youth homelessness in the UK.



Terms of Appointment



Salary

Up to £92,000 per annum, pro rata.



Contract

Permanent, part-time (0.8).

Location

Remote with regular travel to our office for meetings (55 Baker Street, London W1U 8AN)



Annual leave

25 days' annual leave (pro-rated for part-time employees), plus discretionary days off between Christmas and New Year.

Additional

Vitality Health Insurance scheme (small contribution required); Cycle to Work scheme; discount purchase scheme; Death in Service; free annual 'flu jabs; time off to volunteer; mentoring scheme; and bonus scheme (linked to annual team performance).



Pension

5% employers' pension.

How to apply

Tall Roots is acting as an employment agency partner to LandAid. Applications should be made online at www.tallroots.co.uk/landaid-cfoo and include:

- a CV
- covering letter (no more than two pages), explaining your motivation for applying for the role, along with how you meet the Knowledge & Experience section of the Person Specification.

The closing date for applications is **Friday 10th July 2026**.

Preliminary interviews with Tall Roots will be held virtually during **w/c 13th and 20th July 2026**

Final interviews are expected to be held at our offices in London on **Friday 31st July 2026**.

If you have any questions relating to the role or the process, or would like any adjustments made to accommodate your needs, please contact Mark Crowley at Tall Roots by email at mark.crowley@tallroots.co.uk.





Tall Roots Search
Recruiting exceptional leaders for inspiring organisations
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