

Information Pack

Finance Officer

Closing date: 22 August 2025

Interview date: w/c 25 August 2025

To discuss the post informally, please
contact:

Sindy Bugden, Group Finance Manager
on 01482 240200



Job Description

Job title: Finance Officer
Location: The post holder will be based at our Head Office on Beverley Road,
Salary: £26,000 - £30,000 per annum based on experience
Hours: 37 hours per week. Hours will be worked Monday to Friday 9am-5pm.
Reports to: Group Finance Manager
BACKGROUND AND CONTEXT <p>Hull and East Yorkshire Mind and Wellington Care are committed to supporting better mental health for everyone in our communities. As Finance Officer, you will play a vital role in enabling this mission.</p> <p>We're looking for someone who is good with numbers but sees beyond them. This is a fast-paced, people-focused environment, uncertainty a fact of life, and learning is constant. We deal with people, not products. You'll be part of a close-knit team where collaboration, curiosity and compassion are as important as numbers.</p> <p>A genuine commitment to our charitable purpose — improving mental health and wellbeing — is essential. If you're looking for more than just a finance job and want your work to make a meaningful difference, we want to hear from you.</p>
Overall job purpose <p>To provide support to the Group Finance Manager.</p>
Key responsibilities <p>To maintain the organisations accounting system and processes in line with the organisations policies and procedures, more specifically:</p> <ol style="list-style-type: none">1. To produce sales invoices and manage the credit control process.2. To liaise with the service managers with regard to their funder's debt.3. Assist in the production of the monthly and annual accounts including monthly balance sheet review.4. Assist with the production of the monthly payroll including monitoring the payroll system data integrity.5. Reconcile data entry within the accounting and rent systems to ensure data integrity.

6. Provide support for all finance and rent systems.
7. Monitor and update the expense system and purchase ledger by checking for accuracy and authorisation.
8. Work efficiently and effectively with members of staff outside of the Finance team to ensure financial data is accurate and received in a timely manner.
9. Assist in the establishment and maintenance of financial procedures.
10. To provide cover of essential duties of other members of the finance team during holidays and other absences where training has been given.
11. Support the Finance team as and when required.

Notes

This job description is not intended to be exhaustive in every respect but rather to define the fundamental purpose, responsibilities and dimensions of the role.

It is the nature of the work of Hull and East Yorkshire Mind that tasks and responsibilities are, in many circumstances, unpredictable and varied. All staff are, therefore, expected to work in a flexible way when the occasion arises and when tasks not specifically covered in their job description have to be undertaken.

Please note that all jobs within the Charity are subject to the availability and continuation of external funding.

Person Specification

Please try to give us as much evidence as possible to show where you meet the requirements of the role. This can include experience from outside of paid work such as volunteering or caring responsibilities.

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Area	Criteria	Essential	Desirable
Key knowledge	Knowledge and understanding of accounting procedures	✓	
	Basic knowledge and understanding of payroll functions	✓	
	Understanding of the importance of financial accuracy and accountability	✓	
Relevant experience	Experience of working in a role which involves financial processes	✓	
	Recent experience of working in a finance or accounting role	✓	
	Practical of experience of using Xero in a work setting		✓
	Payroll processing experience		✓
	Experience of working in a charitable organisation or the care sector		✓
Key competencies	A commitment to the values of Hull and East Yorkshire Mind	✓	
	Aptitude for numbers, able to grasp numerical concepts quickly, handle data and calculations efficiently	✓	
	Approachable and relationship-driven — able to support all colleagues with their financial queries in a supportive manner	✓	
	High attention to detail and accuracy with a methodical approach to work	✓	
	Able to work effectively as part of a team, willing to support colleagues and provide cover where required.	✓	
	Able to respond effectively to changing needs, open to doing things differently and learning as you go	✓	
	Adaptable and thrives in fast-paced work — confident with switching between, and effectively managing, different tasks	✓	
	Able to stay focused on key priorities and remain resilient when under pressure	✓	
	Enthusiastic with a high degree of motivation	✓	
Additional requirements	AAT Level 3 qualified	✓	
	Solid, real-world Excel skills — the kind that help you complete core finance tasks efficiently, using essential formulas, and data integrity checks	✓	

Overview of Hull and East Yorkshire Mind

Founded in 1976, Hull and East Yorkshire Mind has been supporting people with their mental health and wellbeing for almost fifty years.

An independent charity governed by a group of local trustees, Hull and East Yorkshire Mind is affiliated to the Mind network made up of 100 organisations across England and Wales delivering services, campaigning and giving a voice to people with mental health problems, their families, carers and communities.

- Our **VISION:** Better mental health for everyone.
- Our **AMBITION:** To make it easier for people to ask for and receive support for their mental health.
- Our **PURPOSE:** To be there, listen, understand, help, and fight for better mental health. Putting the person at the very heart of what we need to do.

We offer a range of support designed to help individuals to recover and stay well. Working with our local partners, we offer counselling to adults and young people who need our help.

As a housing association with over 30 properties, we provide individuals with a safe environment that aids recovery and promotes independence. This includes a specialist 4-week service that supports individuals leaving hospital to find suitable accommodation that suits their needs.

Throughout the community, we run regular support groups that give individuals the chance to share their experiences with others and learn new skills to improve their mental health.

Other specialist support includes working with Humberside Police in their force control room, working with individuals experiencing poor mental health and drug and alcohol problems, supporting individuals bereaved or affected by suicide as well as offering 24/7 access to information, advice and support.

Our values

Being Human – Connecting people and communities, respecting diversity, and making relationships individual.

Being Authentic – Using our stories, skills, and life experience to show we care, offering hope to make a difference.

Being Brave – In the face of uncertainty, we will be bold, creative, and compassionate. Not afraid to challenge and do things differently.

Being Collaborative – Through nurturing strong effective partnerships, we create opportunities that inspire, influence, and make a measurable difference.

Being Dynamic – Always learning, building on our knowledge and history, being responsive and agile enabling a successful and sustainable future.

Our Model of Mental Health Care (REACH)

At Hull and East Yorkshire Mind we believe it's important to understand what good mental health care looks like. This is more than just understanding the services we deliver, it's about the important elements common across all of our work that help us to understand why we work in the way that we do.

Different organisations have different priorities. We have defined ours using a simple framework that includes Relationships, Environment, Activity, Compassion and Hope. We call this REACH.

Relationships

Trusting, caring relationships are a core foundation of our mental wellbeing. To believe we are cared about we need to feel a human connection. Too often public services focus on maintaining artificial boundaries between those delivering and receiving services to the detriment of both sides. We use some common sense with our professional boundaries; if somebody wants a hug, we give them one and if somebody wants to hear about our holidays we share what's appropriate. We expect our team to genuinely care for the people they are working with and, if that's not possible, conversations to be had early on about where the problem lies.

Environment

For those visiting our offices and community groups through to people living in our housing, a poor environment encourages poor mental health. If people feel safe, secure and valued they are much more likely to stay well and recover faster. We need to make sure the physical spaces and 'atmosphere' are welcoming. Where possible we need shared spaces and avoid cutting ourselves off in the 'staff offices'. We expect everybody working in our housing to be conscious that these are peoples' homes we are working in and be conscious of how our behaviour impacts on the environment.

Activity

We know that physical activity is vital to our health and wellbeing and that this is often overlooked when considering mental health care. We also know that activity includes many forms of occupation and how important having a role in society is for most of us. Without it we too easily lose our sense of self and worth and any intervention that doesn't address this vital area will always be temporary. All of our services will encourage paid work where possible, voluntary work where not and mainstream learning where appropriate. Our groups, information line and activities will promote physical exercise and the benefits this bring to mental health.

Compassion

Sometimes we're just too hard on ourselves. We see media portrayals of what 'normal' is supposed to be and beat ourselves up because we don't think we meet the standard. We need to get much better at showing compassion, not just to others around us, but also to ourselves. Sometimes it's OK to be different. People using our services come with all sorts of stories and histories. We want our compassionate approach to run through everything we do, from how we answer the phones to replying to emails and one-to-one interactions. To work at Mind, whatever job you are doing, you have to be able to show you care for the people we are here for.

Hope

Without a genuine belief that things can improve we get stuck and lose motivation. We all need positive role models in our lives, and they should be a core part of any service we want to deliver. This isn't always easy and when somebody is acutely unwell it can be difficult to find the hope in what might seem a hopeless situation. Our job is to find that hope and help others see it. We must never shy away from this no matter how difficult it might seem.

Summary of terms and conditions

1. Probationary Period of Service

All new staff will undergo a probationary period which will generally be the first six months.

2. Disclosure and Barring Service (DBS)

It is a condition of employment that all staff have a DBS Disclosure at the appropriate level which will be paid for by Hull and East Yorkshire Mind. However, we reserve the right to deduct the cost of the disclosure if an employee leaves within 6 months.

3. Hours of Work

As per your contract of employment. All hours to be worked on a flexible basis to meet the needs of clients and the organisation. Staff who work more than six hours per day will take an unpaid lunch break of not less than 30 minutes.

4. Pay

No automatic annual increments are payable except for any cost-of-living increase which may be awarded to all employees at the absolute discretion of the Executive Committee.

5. Annual Holidays and Holiday Pay

Annual holiday entitlement with pay is 25 working days for full-time staff and on a pro rata basis for staff working part-time. In addition, paid leave will be granted for all bank holidays (on a pro rata basis for part-time staff) each year.

6. Payments During Sickness/Injury

Staff who are absent from work for reasons of sickness, or injury sustained whilst carrying out their duties, will receive full Company Sick pay for up to 6 weeks, followed by 2 weeks at half pay in a 12-month period.

7. Pension Scheme

Under the Government pension regulations all eligible staff will be automatically enrolled into the Company Pension Scheme currently provided by Aviva. Staff contributions will be in line with the minimum percentage of gross basic earnings set by the Government. The employer contribution will be 3% of gross basic earnings. Additionally, staff who are either non-eligible or not entitled under the regulations may join the scheme and the same contribution levels would apply.

8. Subsistence and Travelling Expenses

Subsistence and travelling expenses are paid at rates determined by Hull and East Yorkshire Mind. Staff who work from home will have the first 10 miles deducted from their daily mileage claim.

9. Trade Union Membership

Employees have the right to a Trade Union should they wish.