



Rehab Group
Director of Finance
March 2025



RehabGroup
Investing in People, Changing Perspectives



Rehab Group

Rehab Group is an independent, voluntary organisation that has provided essential services and support for over 75 years. We provide services to more than 12,500 people every year. Rehab’s team of 3,000 people helps deliver our services to communities nationwide.

Our purpose is to empower people to lead more independent lives and play an active role in their communities through the provision of high quality, flexible and sustainable services:

- Care Services
- Learning, training and education
- Employment-skills and opportunities

Through RehabCare we provide a wide range of health and social care services to children and adults in every community in Ireland.

We also offer services that help hundreds of older people remain in their homes and live independently through our Home Support Workers.

Our learning division provides a range of training programmes and services for people who need specialist support with their education, including people aged 16 and over who have a disability, autism, mental health issue, or are recovering from a setback of illness.

Through Employability and Social Enterprises, we provide employment and progression opportunities for people with disabilities and deliver a wide range of high-quality services throughout Ireland, Scotland and Poland.



Our Mission & Values

Our mission is to enable people to pursue opportunities in their lives, to be more Independent, participate in and contribute to society living the life of their choosing.

We are an expert organisation that positively impacts the lives of those it supports, equipping them with the confidence, skills and self-belief to achieve their expressed goals.

We are committed to providing the highest possible standards of care, learning and progressive employment opportunities for people with disabilities.

By working together and focusing on our core values we aim to deliver a better future for all.

Our Values guide and shape what we do every day.

- Quality – consistently achieving high standards.
- Dignity – valuing the worth of all.
- Teamwork – collaborating for success.
- Justice – acting fairly and equitably.
- Respect – listening and considering the views and wishes of all.
- Advocacy – amplifying the voices of those we support to help reduce societal barriers and narrow inequalities

Strategy

We are in our fourth year of our '[Delivering Our Future](#)' strategy, which was developed with hundreds of stakeholders to ensure that their views underpinned our future direction.

Our strategy is ambitious, purposeful and focused on delivering Rehab's mission. It reflects the reality that disability affects people differently across different aspects of everyday life. Alongside strategic priorities within our Divisions, RehabCare, Employability and Social Enterprises, and Learning (National Learning Network) we have key group priorities that span our organisation. These cross-cutting priorities are focused on enhancing our services to those we support through enhancing quality, safety and governance and increasing our capability and capacity. As an advocating organization, it is essential that we amplify the voice of people who use our services. Alongside these, attaining Financial Stability and developing Fundraising are key priorities to stabilise the organisation and to deploy long term strategies to target new income opportunities.





Finance Director

Reporting to the CEO, the Group Director of Finance is a key member of the Senior Leadership Team (SLT) and holds overall responsibility for the financial elements of strategy, governance, and performance of the Rehab Group.

Ensuring the long-term financial sustainability of the organisation is critical to delivering on Rehab Group’s strategic priorities and maintaining high-quality services for the people who rely on them. Through the implementation of sound financial management practices and robust controls, the post-holder plays a central role in securing the organisation’s future and driving operational excellence.

The Group Director of Finance must demonstrate exceptional financial leadership, commercial acumen, and strategic foresight, ensuring that financial decision-making is data-driven, risk-informed, and aligned with the organisation’s mission and values. The role requires the ability to navigate complex funding models, manage financial risks proactively, and drive efficiency across all areas of financial operations.

The role holder will collaborate closely with the Senior Leadership Team (SLT), acting as a key financial advisor and ensuring that critical financial issues are identified, escalated, and addressed in a timely manner. They will also engage with and report to the Non-Executive Board, providing financial insights, updates and analysis to support governance, oversight, and strategic decision-making. Additionally, the role holder will represent the CEO, SLT, and Board in financial negotiations, regulatory engagements, and external forums as required.

The Group Director of Finance will be responsible for establishing appropriate financial oversight mechanisms, ensuring that the CEO and Non-Executive Board remain fully informed of emerging financial risks, trends and business issues. This role is essential in supporting timely, informed decision-making and delivering innovative, financially sound solutions that enable Rehab Group to achieve its strategic and operational goals.



Accountabilities & Responsibilities

Team leadership

- Providing strategic leadership and direction to the Group's Finance function, leading the senior finance team enabling them to manage their teams, driving operational performance and ensuring achievement / improvement against relevant targets across key performance areas.

Financial Leadership

- Leading and delivering all aspects of financial annual cycle including directing and overseeing the preparation of monthly management accounts, rolling forecasts and the annual budgeting (operating & capital) process across the organisation and assisting the CEO in presenting these and other relevant data to the Finance Committee, Audit and Risk Committee and the Board.
- Leading the preparation and completion of the Consolidated Statutory Financial Statements, overseeing the planning and provision of year end reporting and planning for external audit timetables/processes.
- Assessing capital/strategic projects and developing recommendations to facilitate submission to the Groups Strategic Investment Group and its Board for approval. Supporting timely Capital reporting and investment decisions.



Accountabilities & Responsibilities

Financial Risk & Compliance

- Identifying and managing financial risks, ensuring that the internal control environment is adequate to manage risks while driving a culture of collaboration to achieve compliance, in line with Group Risk Appetite. Remaining appraised of any new legislative or technical accounting or reporting requirements that may affect the Rehab Group and appraising the CEO and the Board of same.
- Providing strategic insight and advice to the CEO, Senior Leadership Team (SLT) and Board on the financial health of the organisation and identifying opportunities to maximise return on its assets.

Internal Stakeholder Role

- Providing strategic insight and advice to the CEO, Senior Leadership Team (SLT) and Board on the financial health of the organisation and identifying opportunities to maximise return on its assets.
- Developing a strong business-partnering relationship with SLT colleagues and their teams, providing them with timely, focussed and accessible information to enable them in executing their roles. As part of SLT contributing to the overall development of Rehab Group through activate participation in organisational strategic planning and cultural development/engagements.

External Stakeholder Role

- Developing and cultivating relationships with key external stakeholders including principal funders, banks and regulatory bodies. Engaging with funders to optimise the resources available to deliver Rehab Group services in the most effective and cost-efficient manner possible. Supporting the organisations fundraising strategy working in collaboration with the fundraising team, to ensure compliance with accounting and Charities compliance.

Change Leadership

- Identifying and leading change initiatives that enhance the overall financial landscape of the organisation this includes implementing new financial systems / upgrades to improve analytical capabilities and create efficiencies.

Operational leadership

- Provide operational leadership for treasury, cash management, procurement, payroll and the insurance renewal process. Be the company link with the Group's Pension administrator and Trustees of the Group's Defined Contribution Pension Scheme.



The Person

Education & Qualifications

- A recognised professional accounting qualification (e.g., ACA, ACCA, CIMA, CPA).
- A bachelor’s degree in Finance, Accounting, Economics, Business, or a related field.
- A master’s degree (MBA, MSc, or equivalent) in Finance, Business Administration, or a related discipline is highly desirable.

Experience, Skills, Knowledge

- Director experience with 10+ years’ experience working at a senior, strategic level in a large, complex organisation, with a good understanding of working in a highly regulated environment, with at least 5 years at an executive or strategic decision-making level.
- Experience as a CFO or Senior Finance Director, with a proven ability to influence and drive financial decisions that support long-term growth and operational resilience.
- Experience working with Board/s of Directors, Finance and Audit and Risk Committees, providing clear, data-driven financial insights to support decision making, governance and oversight responsibilities.
- Experience in managing and leading change initiatives that enhance the overall financial landscape of an organisation.
- Extensive experience in financial governance, including the development and implementation of robust financial controls, policies, and frameworks that ensure compliance with regulatory and statutory requirement.
- Proven experience in regulatory compliance, ensuring adherence to financial reporting standards, audit requirements, and governance best practices.
- Expertise in financial planning, forecasting, and treasury management, ensuring sound decision-making and sustainable financial performance.
- Experience managing complex funding structures, including government funding, grants, commercial revenue and fundraising. – Desirable.

Key Behaviour Competencies

- You work with the team to facilitate high performance, developing clear and realistic objectives and addressing and performance issues if they arise.
- You proactively engage with colleagues at all levels of the organisation and across other Departments and builds strong professional networks.
- You place high importance on staff development, training and maximising skills & capacity of team.
- You successfully manage a range of different projects and work activities at the same time.
- You demonstrate enthusiasm for new developments/changing work practices and strive to implement these changes effectively.
- You apply appropriate systems/ processes to enable quality checking of all activities and outputs.



How to Apply

We will be supported in this appointment by Recruitment Specialists, Sigmar Recruitment.

For a confidential conversation to learn more about the role please contact **Sam Breckon**, [*sbreckon@sigmar.ie*](mailto:sbreckon@sigmar.ie)

Applications should consist of a full curriculum vitae detailing career and achievements, as well as a covering letter addressing the candidate's motivation in applying and addressing how they meet the requirements of the role description, key competencies, and person specification.

To apply please visit: <https://www.sigmarrecruitment.com/rehab-group/>

The closing date for applications is **12.00 on Friday 21st March local time.**

The Rehab Group is an equal opportunity employer.

[Data Protection Statement Here](#)



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