Role Profile

Role Title: FP&A Analyst

Company: Aster Group Group Services
Directorate: Finance
Department/Team: Treasury
Reports To: FP&A Manager
Direct Reports: N/A
Agile Worker Category: Remote
Dimensions (budget, people span of control): N/A

Last updated: July 2026

Role Purpose

The FP&A Analyst is responsible for supporting the Group's financial planning, forecasting, reporting and strategic analysis activities. Working closely with the Head of FP&A and Investor Relations, FP&A manager and wider finance colleagues, the postholder will play a key role in the preparation of financial forecasts, long-term planning models and management reporting.

The role provides high-quality financial insight, scenario analysis and strategic decision support to stakeholders, helping shape business decisions through a clear understanding of financial performance, cash generation, funding requirements, risks and opportunities.

The FP&A Analyst will contribute to the continuous improvement of financial planning and forecasting processes, ensuring financial information is accurate, timely and supports the successful delivery of the Group's strategy.

The postholder will develop strong working relationships across the organisation and ensure financial information is accurate, timely and meaningful.

Key Accountabilities

- Support the preparation and maintenance of the Group's long-term financial plan.
- Development and maintenance of financial models used for forecasting, business planning and investment appraisal.
- Provide strategic financial analysis to support the Group's corporate strategy, business planning, growth ambitions and investment decisions.
- Develop insightful scenario modelling to assess the impact of strategic initiatives, funding options, economic conditions and business risks on financial performance and liquidity.
- Assist in the preparation of the annual Financial Forecast Return (FFR) and other regulatory submissions.
- Monitor and analyse financial and operational performance, providing variance analysis and commentary.
- Produce monthly, quarterly and annual management reports for finance and operational stakeholders.
- Support lender reporting, covenant monitoring and treasury-related analysis.

- Support reporting on development programmes, business cases and investment opportunities.
- Support the development, maintenance and continuous improvement of the Group's cash flow forecasting.
- Support analysis of future borrowing requirements and funding strategies.
- Support the preparation of the Group's annual interest budget and monthly updates.
- Monitor and report on the group's Key Performance Indicators (KPI's) and assist in the development of new reporting methods through the group's financial planning process.
- Contribute to the preparation of committee and board reporting materials.
- Undertake ad hoc financial analysis to support finance projects and operational decision-making.
- Develop reporting tools and dashboards using finance systems, Microsoft Excel, Power BI and Microsoft 365 applications.
- Any other support as required to the Head of FP&A and Investor Relations, FP&A Manager or Director of Treasury.
- Identify opportunities to improve reporting efficiency, automation and data quality.
- Build effective working relationships with stakeholders across finance and operational teams.
- Ensure the accuracy, completeness and integrity of financial planning and reporting data.
- Promote and maintain a customer focus in line with the Aster Group Customer Charter.
- Promote and maintain an active approach to health and safety in respect of yourself, colleagues and customers.
- Ensure that the Aster Group Equality, Diversity and Inclusion Policy is fully implemented at all times.

Complexity

The role requires advanced analytical and financial modelling capabilities, together with a strong understanding of financial planning, treasury planning and cash flow dynamics. The postholder will balance detailed technical analysis with a broader strategic understanding of the organisation's priorities and long-term objectives.

The role requires attention to detail, an ability to prioritise workload effectively and confidence in working with financial models and reporting tools. Judgement is required when identifying issues, investigating variances and escalating risks or concerns appropriately.

Impact

Financial Planning Support

Supports the delivery of accurate planning, forecasting and reporting processes that enable effective business decision-making.

Strategic Decision Support

Provides robust financial and cash flow analysis that directly supports strategic decision making, investment prioritisation and delivery of the Group's long-term objectives.

Performance Monitoring

Provides timely analysis and reporting that helps stakeholders understand financial performance and operational trends.

Risk Awareness

Supports the identification of financial risks and opportunities through forecasting, analysis and reporting.

Process Improvement

Contributes to improvements in reporting efficiency, automation and data quality across the FP&A function.

Stakeholder Support

Provides reliable financial information and analysis that supports confidence in business planning and performance management processes.

Influence

Business Partnering

Builds effective working relationships with finance and operational colleagues, providing financial insight and support where required.

Technical Capability

Applies technical financial and analytical skills to support best practice in forecasting, reporting and planning activities.

Communication

Presents financial information clearly and accurately through reports, presentations and commentary tailored to different audiences.

Team Contribution

Works collaboratively within the finance team, sharing knowledge and supporting continuous improvement initiatives.

Resources Management

The role has no direct line management responsibility.

The postholder will contribute to the maintenance and improvement of financial planning models, reporting systems and analytical tools.

Role Profile

The role supports the wider FP&A team in delivering planning, forecasting and performance management activities across the Group.

Experience and Qualifications

- Part / Qualified accountant (ACA, ACCA, CIMA or equivalent), although relevant experience will also be considered.
- Experience in financial planning, management accounting, commercial finance or financial analysis.
- Experience supporting budgeting, forecasting and reporting processes.
- Good financial modelling and analytical skills.
- Experience analysing financial information and performance trends.
- Strong Microsoft Excel skills.
- Experience using reporting systems, planning tools or Power BI would be advantageous.
- Strong organisational and problem-solving skills with high attention to detail.
- Good communication skills with the ability to explain financial information clearly.
- Ability to manage multiple priorities and work to deadlines.
- Experience within housing, property, regulated industries or complex organisations would be advantageous.

General

- Promote and maintain an active approach to health and safety in respect of yourself, colleagues and customers.
- Ensure that the Aster Group Equality & Diversity Policy is fully implemented at all times.
- Comply with the requirements of the Aster Group Data Protection, Privacy & Confidentiality Policy, the IT Security & Usage Policy and supporting Data Protection Framework insofar as they relate to the duties of the role.
- Where applicable, conduct suitable and sufficient risk assessments for areas of responsibility and implement actions to reduce risk to acceptable levels.
- This role profile is intended as a guide and is not an exhaustive list of duties and responsibilities. Responsibilities may vary from time to time without changing the general character of the role.

Internal use only

Role code	*Version*	*Created/last updated (month/year)*	*Author*