Date Issued: October 2026

JOB DESCRIPTION

Job Title	**Financial Analyst**
Reports to	Finance Business Partner
Job Purpose	The Financial Analyst will provide comprehensive financial planning and analysis support, together with a significant focus on commercial pricing. Reporting to the Finance Business Partner, the postholder will contribute to budgeting, forecasting, performance analysis and informed decision-making, while working in partnership with the Commercial and Pricing teams to deliver robust financial analysis across new referrals, changes in support requirements, CareCubed assessments and cost-of-care exercises. A principal objective of the role is to ensure that Finance, Commercial, Pricing and Operations operate from a single, consistent and controlled source of financial and operational information. The postholder will integrate operational, commercial and financial data, apply consistent assumptions and methodologies, and translate complex analysis into clear recommendations that support profitability, financial sustainability and effective commercial decision-making.
Key Deliverables	• Deliver accurate budgets, forecasts and financial analysis that support effective decision-making. • Provide commercial pricing analysis for referrals, fee reviews, CareCubed assessments and cost-of-care exercises. • Develop a single, trusted source of financial and operational information across Finance, Commercial, Pricing and Operations. • Produce insightful reporting, modelling and performance analysis to identify risks, opportunities and profitability improvements. • Drive continuous improvement in financial reporting, data quality, controls and business intelligence.
Key Accountabilities	**Financial planning and forecasting** • Assist with the annual budget and quarterly forecasting processes, ensuring assumptions are evidence-based, consistent and aligned to organisational priorities. • Provide forward-looking analysis of financial performance, risks and opportunities. • Complete variance analysis across actuals, budget and forecast, clearly explaining the operational and commercial drivers of performance. • Support the Finance Business Partner with scenario modelling, business cases, investment appraisal and ad hoc analysis. **Performance analysis and insight** • Analyse revenue, costs, margins, and other key performance drivers to identify trends, risks and opportunities. • Develop and maintain financial models, dashboards and management

information that support timely, evidence-based decisions.

- Translate complex financial and operational data into concise, practical insight for non-financial stakeholders.
- Support regular business performance reviews and follow through on agreed actions with relevant stakeholders.

Commercial and pricing partnership

- Under the direction of the Finance Business Partner, work in partnership with the Commercial and Pricing teams to provide financial analysis in support of pricing strategy and commercial decision-making.
- Produce and review pricing models and fee breakdowns for new referrals, transfers, and changes in support.
- Support CareCubed assessments, cost-of-care exercises and other funder pricing methodologies, ensuring inputs and assumptions are complete, consistent and financially robust.
- Analyse the financial impact of proposed pricing decisions, including revenue, cost, margin, affordability and longer-term sustainability.
- Provide clear evidence and analysis to support discussions with commissioners and other funding bodies, while ensuring financial positions are appropriately documented and approved.

Data, systems and single version of the truth

- Maintain appropriate ownership and control of agreed financial and pricing datasets, models and trackers, including the pricing request pipeline and the status of outstanding actions.
- Reconcile source data across Finance, Commercial, Pricing and Operations, investigating and resolving inconsistencies before analysis is issued.
- Ensure common definitions, assumptions and methodologies are applied across budgets, forecasts, pricing models, CareCubed and cost-of-care outputs.
- Improve the accuracy, control and efficiency of reporting and analysis, using Excel, Power BI and relevant finance or operational systems.
- Work with Finance, Commercial, Pricing and IT colleagues to simplify data flows and reduce duplicate or conflicting analysis.

Business partnering and collaboration

- Establish and maintain effective working relationships across Finance, Commercial, Pricing and Operations, providing constructive challenge and timely analytical support.
- Work closely with the Finance Business Partner to prioritise activity and ensure that analytical resources are directed towards the most material business decisions.
- Support cross-functional projects with relevant financial modelling, performance analysis and commercial insight.
- Communicate conclusions clearly, including the key assumptions, sensitivities, risks and recommended actions.

Governance and control

	• Maintain clear audit trails, version control and supporting evidence for models, assumptions and recommendations. • Ensure analysis is accurate, completed to deadline and reviewed in line with agreed governance and delegated authority. • Handle commercially sensitive and personal information appropriately and maintain high standards of integrity in all financial analysis.

PERSON SPECIFICATION

Knowledge and Experience	• Proven experience in a Financial Planning & Analysis (FP&A), Commercial Finance, Pricing, Management Accounting, Finance Business Partnering, or other analytical finance role. • Strong understanding of budgeting, forecasting, financial planning, variance analysis, and financial modelling, with the ability to translate insight into actionable recommendations. • Experience of pricing analysis, cost modelling, investment appraisal, and business case development within a commercial environment. • Advanced Excel skills, including financial modelling and complex data analysis. Experience of Power BI or other business intelligence and data visualisation tools is advantageous. • Experience operating within a multi-site, operationally complex or regulated environment is desirable. Exposure to social care, healthcare, local authority commissioning, or similar sectors would be beneficial. • Knowledge of CareCubed, cost-of-care models, fee-setting methodologies, or commissioning frameworks is desirable but not essential. • Strong analytical and problem-solving skills, with the ability to identify underlying drivers of performance, challenge assumptions, and develop practical solutions. • Excellent attention to detail and commitment to data quality, accuracy, and financial integrity. • Commercially astute, with a clear understanding of the relationships between revenue, cost, margin, utilisation, and long-term business sustainability. • Confident communicator, capable of presenting complex financial information clearly and credibly to both finance and non-finance audiences. • Strong stakeholder management and influencing skills, with the confidence to provide constructive challenge while building effective working relationships. • Highly organised, self-motivated and capable of managing multiple priorities within a fast-paced environment. • Demonstrates a disciplined approach to governance, ensuring a single source of truth and resolving data inconsistencies through root-cause analysis. • Acts with integrity, professionalism and discretion when handling confidential, commercially sensitive, or personal information.

	• Committed to continuous improvement, seeking opportunities to enhance reporting, processes, controls and decision support across the organisation.