https://www.fdcapital.co.uk/job/chief-financial-officer-residential-construction-and-development-group/

Chief Financial Officer – Residential Construction and Development Group

Hiring organization
FD Capital

Employment Type
Full-time

Beginning of employment
1st January 2027

Duration of employment
Perm

Industry
Property

Job Location
Newcastle, North East, United Kingdom

Working Hours
9-5

Base Salary
£ 160,000 - £ 200,000

Date posted
November 2, 2026

Valid through
31.12.2026

Description

Location North of England (Newcastle and Manchester) – hybrid, with remote working considered for the right candidate
Contract Permanent, full-time – fractional applications also welcome
Salary £160,000–£200,000 base plus bonus, depending on experience
Fractional rate £1,200–£1,400 per day for a fractional appointment
Start Early 2027
Reports to Founder and Chief Executive
Role

FD Capital is recruiting a permanent Chief Financial Officer for a fast-growing, founder-led residential construction and development group in the North of England. The group designs, builds and delivers its own schemes through an integrated development, construction and residential business, and is expanding from its North East base into the North West.

The group has a growing pipeline of residential and apartment-led schemes over the next few years. To fund that growth, the board is planning a significant capital raise and is actively considering a public listing, either in London or on an international exchange. The route to market has not yet been fixed, and the incoming CFO will play a central part in shaping it.

This is a rare chance to join a development group at the point where it moves from founder-led growth to institutional scale. As the group's most senior finance leader, you will work directly with the founder and CEO as a true partner. You will build the finance function, put in place the reporting, controls and governance that investors and a listing demand, and lead the group through the funding and capital markets work that will define its next decade.

The client's preference is a permanent, full-time appointment. However, the founder is clear that the priority is the best available talent, so applications are also welcome from senior CFOs who would work on a fractional basis and can commit meaningful time through the fundraising and listing process. Candidates based anywhere in the UK will be considered, with regular time on site in Newcastle and Manchester expected.

Responsibilities

Strategy and leadership

Act as the CEO's principal financial adviser on strategy, capital allocation, site acquisition and growth.
Join the leadership team and, as the group formalises its governance, the board, bringing financial discipline to every major decision.
Build, lead and develop the group finance function, recruiting the right people as the business scales.

Fundraising and capital markets

Lead the group's equity and debt fundraising, including development finance, investment partners and institutional capital.
Assess listing options and venues with the board and advisers, and recommend the right route, structure and timing.
Prepare the business for listing: financial history, working capital reports, financial position and prospects procedures, and the documentation required by sponsors, nominated advisers, brokers and reporting accountants.
Manage relationships with banks, funders, investors, brokers, lawyers and auditors through the capital raise and any listing process.
Build the investor-grade financial model and equity story that supports the group's valuation.

Development finance and project control

Own development appraisals, residual land valuations, cash flow forecasting and funding requirements across live schemes and the wider pipeline.
Put in place robust cost value reconciliations, valuations, retentions and subcontractor payment controls across multiple sites.
Work with the CEO and commercial team on procurement and build-cost reduction, including international sourcing, with currency and supply-chain risk properly managed.
Monitor scheme margins, loan covenants and drawdowns, and report clearly to lenders and the board.

Reporting, governance and compliance

Design the group structure and intercompany arrangements for a multi-entity development business, including scheme-level SPVs.
Deliver timely monthly management accounts, KPIs and board packs, and the audited statutory accounts for the group.
Bring governance, internal controls and financial reporting up to the standard expected of a listed company, including readiness for UK-adopted IFRS where required.
Oversee tax planning and compliance, including VAT on construction, Corporation Tax, Residential Property Developer Tax exposure and Construction Industry Scheme obligations, working with external advisers.
Manage treasury, insurance and risk management across the group.

Qualifications
Essential

Qualified accountant (ACA, ACCA or CIMA) with significant experience at Finance Director or CFO level.
A track record in residential construction, property development or build-to-rent, with a firm grasp of development appraisals, project finance and construction cost control.
Hands-on experience of raising capital – equity, development debt or institutional investment – and of managing lender and investor relationships.
Strong commercial judgement and the presence to partner a founder-CEO and hold their own with funders and advisers.
Experience building or upgrading a finance function in a growing, multi-entity business.

Highly desirable

Experience of an IPO, listing or admission to a public market, or of serving as CFO or FD of a listed company.

Knowledge of listing routes and venues, including the London Stock Exchange Main Market, AIM and international exchanges.
Exposure to build-to-rent, private rented sector or residential investment funds and their investor base.
Experience of international procurement and managing foreign currency exposure.

Personal qualities

Entrepreneurial, energetic and comfortable working at pace in a founder-led business.
Calm and organised under the pressure of a fundraising or listing timetable.
A clear communicator who can explain complex financial matters to the board, investors and site teams alike.

Job Benefits

A permanent, board-track leadership role at the heart of a growing residential development group.
Salary of £160,000–£200,000 plus bonus, depending on experience.
The opportunity to lead a major capital raise and potential public listing, and to shape the group's route to market.
Flexibility on location and working pattern, with a fractional arrangement at £1,200–£1,400 per day considered for the right candidate.
Direct partnership with the founder and CEO, with real influence over strategy and the future shape of the board.
The chance to build a finance function from the ground up to listed-company standard.