

WELCOME TO GREENER EALING

Director of Finance & Resources
Candidate Pack



Welcome from the Managing Director

Dear Candidate,

Thank you for your interest in joining Greener Ealing as our next Director of Finance & Resources. This is an important leadership role at a pivotal moment for our organisation, and I am delighted that you are considering bringing your skills and experience to a company with such a clear sense of purpose, ambition and pride.

Greener Ealing Limited (GEL) was established to deliver first-class environmental services for the residents, businesses and visitors of Ealing. In just a few years, we have grown into a trusted, high-performing Local Authority Trading Company, one that blends the public-service ethos of the Council with the commercial discipline required to operate confidently in a competitive landscape. Today, around 400 colleagues deliver our waste and recycling collections, street cleansing, grounds maintenance, parking enforcement and a growing range of commercial environmental services. Their commitment and professionalism underpin the strong reputation we continue to build across the borough.

Our vision is simple: to be recognised as one of the leading environmental service providers in West London and across the capital. Achieving this means always striving for better; innovating, adapting and investing in our people, fleet and systems to improve the way services are delivered.

It also means holding firm to our values: *Customer Comes First, Collaboration, Caring and Committed*, the “4Cs” that shape our culture and guide how we work every day.

This is an exciting time to join Greener Ealing. We are ambitious, stable and well-positioned for the future, with opportunities to expand our commercial offer, further improve our core services and continue developing as an employer of choice for our workforce and the borough we serve.

I hope you will be inspired by what you learn about us and choose to be part of our journey. If you share our values and want to play a leading role in shaping a confident, forward-looking organisation, then I warmly encourage you to apply.

Thank you once again for your interest.

Warm regards,

*Katarina
Pohancenikova*

Katie Pohancenikova
Managing Director
Greener Ealing Limited

About the Role

Director of Finance & Resources

Office Base: Greenford, Greater London

Hybrid Working: 40 hours per week, 2 days working from home

Salary: £95,000 per annum

This is a key strategic role with influence across the organisation. You will lead our finance, procurement and parking services functions and ensure that our financial strategy, governance and reporting provide a strong and sustainable foundation for the future. You will also advise the Managing Director, the Senior Leadership Team and the Board, helping shape decisions that affect operational performance, investment and growth.

You will oversee statutory accounts, budgeting, risk management, long term financial planning and procurement strategy. You will also help drive our digital and data ambitions, supporting colleagues across the organisation to improve systems, processes and insight. This is a role for a leader who enjoys combining technical excellence with visible, people centred leadership.

We are looking for a fully qualified senior finance professional with substantial leadership experience and the ability to operate credibly with senior stakeholders. Experience in LATCOs, local authorities, environmental services or regulated service delivery environments would be an advantage. Above all, we are looking for a leader who brings commercial insight, public service values and the confidence to help shape an ambitious and growing organisation.



About Greener Ealing | What we do

Greener Ealing Limited (GEL) is a high performing and values-driven Local Authority Trading Company (LATCO) established by the London Borough of Ealing to deliver a full range of frontline environmental services for residents, businesses and visitors. Formed in 2019 and operational since 2020, GEL plays a central role in keeping the borough's seven towns clean, green and well maintained.

What We Do

GEL delivers a broad portfolio of environmental and community services on behalf of Ealing Council. These include:

- Waste and recycling collections, ensuring reliable and efficient services for households across the borough.
- Street cleansing, supporting clean, safe and attractive streets and public spaces.
- Grounds maintenance, including parks, open spaces and green corridors.
- Parking enforcement, a key operational service within the company's remit.
- Commercial environmental services, including contract-based and fee-generating activities that help strengthen our commercial capability.

These services sit at the heart of daily life in Ealing, ensuring the borough remains a great place to live, work and visit and supporting the Council's wider climate and sustainability goals.

Our Customers and Communities

As a LATCO owned by the London Borough of Ealing, our primary customers are the borough's residents, businesses and visitors, whose expectations of high-quality, reliable services guide everything we do. Our work also directly supports the Council's ambition to reduce waste to landfill and help Ealing achieve carbon-neutral status by 2030, positioning us as a partner in the borough's climate response.



About Greener Ealing | Our people and our future

Our People

GEL is a people-centred organisation with around 400 frontline staff who bring professionalism, dedication and pride to their work every day. Our teams operate across multiple depots and service hubs in Greenford and the wider borough, working closely with colleagues in Ealing Council, partner organisations, and local communities. Our culture is defined by our 4Cs Values:

- Customer Comes First
- Collaboration
- Caring
- Committed

These values shape our decision making, our approach to service delivery and the way we support one another across the organisation.

Our Direction of Travel

GEL is stable, ambitious and forward looking. Our business plans highlight a continued focus on:

- Operational excellence and service quality
- Commercial growth, including opportunities in parking services and potential new ventures
- Organisational development and digital transformation, designed to improve how we work and how we use information
- Delivering social value, from apprenticeships to community partnerships

We are proud of what we have achieved so far and are now focused on the next phase of our development as a confident, modern, and community-minded environmental services provider.

About Greener Ealing | Working for us

Join the team at Greener Ealing – we strive to deliver an excellent service while following our core vision and values at all times.

From the leadership team to all frontline workers, we strive for excellence to make Ealing an attractive borough to live, work and visit. We can provide an innovative and first-class service thanks to the commitment and quality of our team, so we look after them with competitive pay, and ongoing training and we support career progression for those who want it.

What we offer:

- Full induction and training
- We are a family-friendly employer
- Competitive hourly pay
- Quality PPE provided
- Supportive team environment
- Opportunity for career progression

Our Family Friendly Policy

Greener Ealing Ltd adopts a family-friendly policy and is open to job shares and flexible working, even term-time contracts, to encourage more women to join us. Here is what some of the women feel about working with us.

“There’s a great atmosphere at Greener Ealing Ltd amongst the team and everyone I work with. Our manager is so supportive.”

Nadezda

“I like working at GEL very much, it’s a professional environment and well-managed. My supervisor listens and supports us, which creates a positive working atmosphere. I now know all the residents, children, even dogs on my round... The public is friendly and they thank me regularly which makes me feel really positive about my job.”

Valentina

“Working at GEL suits women with a family, it’s flexible and because we start early, we’re home by 3 pm which means you can pick the kids up from school and be there for them in the afternoon.”

Edita

Timetable

| | Date |
|---|---|
| Closing date | Sunday 15 th March at midnight |
| Longlist meeting (no candidate involvement) | w/c 16 th March |
| Preliminary interviews | w/c 23 rd March |
| Shortlist meeting (no candidate involvement) | w/c 30 th March |
| Final Panels | Tuesday 14 th April |



How to Apply

Making an application

To apply, please submit an up-to-date copy of your CV in Word or PDF format (up to three pages maximum), along with a separate supporting statement in Word or PDF format (up to three pages maximum) that addresses the criteria set out in the role profile, using examples to demonstrate how you meet the essential requirements.

Applications must include the following:

- Full contact details;
- Names, positions, organisations and contact details for two referees (we will ask your permission before contacting referees);
- Notification of any dates when you are not available

To apply, please [click here](#).

Once your application has been submitted, you will receive a response to confirm that it has been received. If you do not receive this response, please contact Ella Vanderhook at abbie.Hamilton-grant@tile-hill.co.uk to let us know.

Equality, Diversity and Inclusion

Both Tile Hill and Greener Ealing are Disability Confident Employers. We are committed to inclusion and accessibility. We champion and support all individuals to ensure everyone feels valued, listened to and motivated to get the very best out of each recruitment process and that processes are designed to meet the needs of individuals. If you have any specific requests and would like a confidential discussion with the Tile Hill team, then please email inclusion@tile-hill.co.uk.

Find Out More

This is a key moment to join Greener Ealing. Find out how you can contribute and contact our recruitment advisors Tile Hill to learn more.

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