



FINANCE & ASSURANCE DIRECTOR
BRISTOL HOLDING LIMITED

INFORMATION FOR CANDIDATES



Welcome from Tile Hill

Dear Candidate,

Thank you for your interest in the role of Finance and Assurance Director with Bristol Holding Limited Bristol City Council's group holding company. This is a genuinely distinctive opportunity to operate at the heart of a major UK city's commercial portfolio, working at the interface between public service and commercial delivery. The role offers significant influence at both board and shareholder level, with a direct impact on the services, homes, and infrastructure that shape Bristol's future.

Bristol Holding Limited plays a critical role in supporting Bristol City Council as shareholder, ensuring strong governance, financial discipline, and long-term value across its group of companies. This includes Bristol Waste Company and Goram Homes, both of which are entering important phases of growth, transformation, and delivery.

We are seeking an individual who combines technical excellence with commercial acumen, and who brings the credibility to operate confidently at board level. Just as important is the ability to provide independent advice and constructive challenge in complex and politically aware environments.

Tile Hill is proud to be supporting this appointment. We are committed to delivering a high-quality, inclusive process and to supporting all candidates throughout the recruitment journey. If you are motivated by purpose, complexity, and the opportunity to influence outcomes at scale, I would encourage you to consider this role.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Mark Bearn'.

Mark Bearn
Associate Director
Tile Hill

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The Opportunity

Bristol Holding Limited with Bristol City Council is seeking a Finance and Assurance Director to play a pivotal leadership role across its group of wholly owned companies.

This is a high-impact position operating at board level, responsible for strengthening financial governance, providing independent assurance, and supporting the long-term success of Bristol's commercial portfolio.

You will work closely with subsidiary boards, executive teams, and Bristol City Council to ensure strong financial performance, robust oversight, and effective risk management.

The role offers the opportunity to:

- Influence the strategic direction of a major UK city's commercial activities
- Operate across a complex, multi-entity environment
- Provide independent challenge and insight at board and shareholder level
- Contribute directly to outcomes that affect the citizens of Bristol

About Bristol Holding Limited

Bristol Holding Limited was established by Bristol City Council in 2015 to oversee and support its portfolio of wholly owned companies.

Its purpose is to provide governance oversight, financial assurance, and strategic alignment, ensuring that each organisation delivers both commercial and social value aligned with the Council's strategic objectives and ambitions as shareholder and client.

The company also advises the Council in its shareholder role by providing independent oversight, assurance and selected shared services across the group.

Group Companies

Bristol Waste Company

Bristol Waste Company delivers essential environmental services across the city, including waste collection, recycling, street cleansing, and facilities management.

The organisation:

- Employs over 800 people
- Delivers around 17 million collections each year
- Operates a fleet of more than 180 vehicles
- Collects approximately 160,000 tonnes of waste and recycling annually
- Maintains over 800 miles of streets and public spaces

The company is entering a period of transformation, including negotiating a new long-term contract, investing in infrastructure, and responding to evolving regulatory and environmental expectations.

Goram Homes

Goram Homes is Bristol's commercial housing delivery company, focused on accelerating the construction of new homes, with a strong emphasis on social and affordable housing.

Working through joint venture partnerships, the organisation is moving into a phase of increased delivery across multiple sites, supporting sustainable development, and addressing housing need across the city.

The Role

The Finance and Assurance Director is a Board Director of Bristol Holding Limited, responsible for providing independent financial oversight and assurance across the group.

The role combines strategic leadership with hands-on oversight and requires the ability to operate effectively across complex stakeholder environments.

Key accountabilities include:

Strategic Leadership

- Supporting development and oversight of subsidiary business plans
- Providing financial insight to inform long-term decision making
- Aligning financial strategy with shareholder objectives

Financial Oversight

- Monitoring performance across all group companies
- Ensuring high-quality reporting and forecasting
- Providing independent analysis of business cases and investments

Governance and Assurance

- Strengthening governance frameworks
- Providing assurance to the Council as shareholder
- Overseeing audit and ensuring effective response to findings

Risk Management

- Identifying and advising on financial and operational risks
- Ensuring robust internal controls
- Monitoring exposure across the group

Stakeholder Engagement

- Acting as a key interface between the Council and its companies
- Advising senior officers and elected members
- Building strong relationships across boards and leadership teams

Why this role matters now

The Finance and Assurance Director role reflects the key themes of:

- Increasing maturity of Bristol's company governance model
- Scale of opportunity and shareholder exposure
- Transformation of Bristol Waste
- Growth and delivery phase at Goram
- Need for stronger integrated assurance across the group

Candidate Profile

We are seeking a credible, independent, and commercially astute finance leader with the ability to operate at board level.

Essential Experience

- Fully qualified accountant or equivalent
- Significant senior financial leadership experience in complex organisations
- Board-level experience able to provide challenge and strategic insight
- Strong commercial and analytical capability
- Track record of strengthening governance and financial performance
- Ability to influence senior stakeholders effectively

Desirable Experience

- Experience within public sector or regulated environments
- Exposure to group structures or multiple subsidiaries
- Experience in sectors such as waste, housing, or infrastructure
- Engagement with audit and risk committees
- Experience of growth, transformation, or turnaround contexts

Leadership Style

- Independent and objective judgement
- Highly collaborative and relationship focused
- Comfortable operating in politically aware environments
- Confident in providing constructive challenge
- Able to balance commercial performance with public value

Further reading

Core Governance and Assurance

- [UK Corporate Governance Code Guidance \(FRC\)](#)
A foundational framework for board effectiveness, accountability, audit, and stakeholder relationships. Particularly relevant for understanding how boards make decisions and how assurance supports those decisions. [frc.org.uk]
- [Developing Effective Assurance Frameworks – CIPFA](#)
Explains how public sector organisations structure assurance across governance, risk, and control. Directly relevant to how this role brings together multiple sources of assurance to support the shareholder. [cipfa.org]
- [Improvement and Assurance Framework for Local Government – LGA](#)
Provides context on how councils gain assurance over performance and governance, including accountability and risk. Highlights the importance of continuous assurance rather than one-off review. [local.gov.uk]
- [Delivering Good Governance in Local Government \(CIPFA/SOLACE\)](#)
Focuses on governance reviews, annual governance statements, and the use of multiple assurance sources. [solace.org.uk]

Local Authority Companies and Shareholder Governance

- [Local Authority Owned Companies – CIPFA Good Practice Guide](#)
The core reference point for governance, structure, and performance management of council-owned companies. Essential reading for understanding the shareholder–company dynamic. [cipfa.org]
- [Local Authority Company Review Guidance – Local Partnerships](#)
Practical guidance on monitoring performance, governance arrangements and reviewing company structures. Particularly helpful on risk, financial oversight, and skills requirements. [localpartn...ips.gov.uk]
- [Governance of Council Interests in Companies – Code of Practice](#)
Clear overview of the relationships between shareholder, board and management, including accountability and conflicts of interest. [moderngov...ton.gov.uk]
- [Bristol City Council Company Handbook](#)
Provides specific insight into Bristol’s governance structure, shareholder arrangements, and oversight processes. [bristol.gov.uk]

How to Apply

To apply for this role, please provide:

- A CV setting out your career history, key responsibilities, and achievements
- A supporting statement of no more than two pages demonstrating:
 - Your motivation for applying to this role
 - How your experience aligns with the requirements of the position
 - Your ability to operate at the interface of public service and commercial delivery

Candidates will be assessed against criteria including:

- Senior financial leadership experience
- Board-level influence and credibility
- Financial governance and assurance capability
- Commercial and analytical strength
- Ability to operate within complex stakeholder environments

Applications should be submitted via Tile Hill. If you would like a confidential discussion about the role, please contact Mark Bearn at Tile Hill on 07747 181490 or email them at mark.bearn@tile-hill.co.uk

Recruitment Timetable

Closing date for applications	Sunday 28 th June
Preliminary Interviews with Tile Hill	w/c 6 th July
Final Panel Interviews	w/c 13 th July / w/c 20 th July

Equality, Diversity, and Inclusion

Bristol Holding Limited and Bristol City Council are committed to equality, diversity and inclusion. Applications are welcome from all backgrounds and communities, and we are committed to ensuring an inclusive recruitment process.