



# Solution Manager – Trace and Treasury Recruitment Pack

A Company of Aareal Bank Group

[www.aareon.co.uk](http://www.aareon.co.uk)



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## CONTACT INFORMATION

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[www.aareon.co.uk](http://www.aareon.co.uk)



# Welcome

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## Recruiting for Solution Manager

Thank you for your initial interest in Aareon UK.

**Who are Aareon?** We deliver Housing Management and Digital Solutions to social housing providers, helping them to support their tenants and improve customer satisfaction by reducing costs and making business processes more efficient. Our sole focus on UK Social Housing, for over 50 years means we understand the challenges our customers face. Our experience and expertise enables us to work with our customers to create a comprehensive transformation plan and by approaching the project together we are able to deliver the solutions that enable them to meet their organisations objectives. We put our customers tenants at the heart of everything we do.

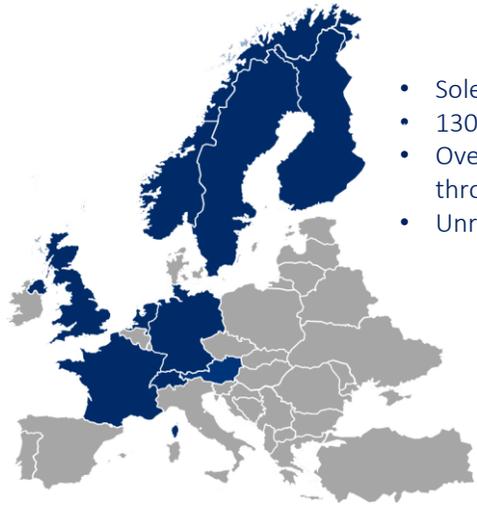
We are part of Aareon AG, the leading European provider of systems and consulting services for the property industry. In over 60 years of corporate history, Aareon AG continuously set new standards when it comes to controlling complex business processes. Customers can rely on our extensive know-how, sophisticated applications and intensive support by specialists with many years of market experience. All this culminates in secure solutions that lead the way, are tailored to the requirements of our respective markets and help customers reach their goals. Aareon AG offers expertise in the areas of consulting, software and services for the optimisation of IT-based business processes in the digital age.

Currently, we support more than 2,800 customers with over 10-million housing units. A wholly owned subsidiary of the Aareal Bank Group, Aareon has its head office in Mainz, Germany, and operates a total of 28 locations. International subsidiaries are located in the UK, France, the Netherlands and Nordics, with more than a third of Aareon's 1,400 employees working outside Germany. In addition to central, country-specific ERP systems, Aareon offers digital solutions for all processes in the property industry, including CRM solutions, document management systems, mobile applications, internet-based service portals and much more.

In the UK, we are over 120-employees with offices in Coventry, Southampton and Swansea. Due to UK growth, and investment from Aareon Group in our digital products and services, we have a vacancy in the Digital team for a Solution Manager. We have an established and experienced team and there are great opportunities for you to progress your career. If you are searching for an opportunity where you can drive digital products and services revenue, add real value to our customers and help deliver great service then we'd like to hear from you

Best regards

Tina



- Sole Focus on Housing
- 130+ Customers in the UK
- Over 10m units managed on Aareon software throughout Europe
- Unrivalled European Investment and Expertise



- Empower Tenants to Self-Serve 24/7 via their Preferred Channel
- Optimise Processes and Increase Efficiency to improve multi-discipline delivery
- Enable Realignment of Resources to Support your Vulnerable tenants
- Deliver best in class data integrity and functionality for Asset Management
- Support Automation of Health & Safety Compliance & Regulatory Returns



Aareon

- Expert industry knowledge working with you to redefine and optimise your processes
- Partnership approach to de-risk implementation and deliver rapid operational value
- Agile workshops allow iterative & dynamic customer-led workshops

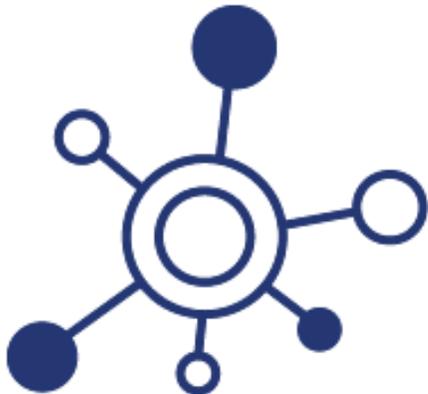


***“By reducing the cost of serving customer transactions, we have more money to invest in our existing homes and services.”***

*Tom Battersby, Head of IT, CURO*



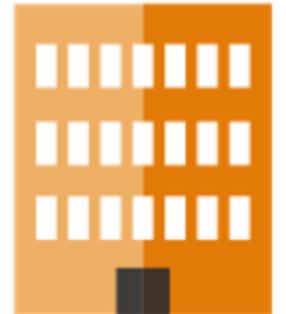
- Digital eco-system and open platform technology
- Community and tenant Whole Life Cycle solutions
- Data Led innovation for rent collection and arrears
- Strategic guidance to driving the digital ready agenda
- Re-define property management and support communities through IOT



- Optimise current solutions and build new capability aligned to your strategic plan
- Help you build and agile digital roadmap with milestone planning
- Proving strategic and operational value to support businesses cases



- Re-imagining tenant engagement to support ‘digital communities’
- Digital solutions that support independent living
- Embed data insights and analytics via intelligent dashboards
- AI & BI to automate and re-engineer processes, delivering value for money
- Predictive Maintenance and Smart Buildings



# Snapshot

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## Aareon UK

Aareon are the leading European Housing IT Provider, with over 10 million units of housing stock managed on our software throughout Europe. Our position as a profitable, growing and innovative organisation enables us to set the standard for business processes in the housing sector both today and in the future. We deliver tailored enterprise-wide solutions for our clients.

As social housing in the UK becomes more complex it requires more sophisticated IT systems; comprehensive, scalable and as versatile as the tasks that our clients have to deal with.

Whether Aareon implements an enterprise-wide solution or optimises and customises a number of individual modules to complement our clients existing applications, each Aareon solution encompasses years of know-how, the experience of more than 130 implementation projects and over 50 years of social housing expertise.

**3**

Offices

**120+**

Staff

**£13m**

Revenue

**130+**

Customers

# Aareon UK Values and what we stand for...

**We are a people business!**

**We create value for our customers and their tenants.**

## We are Aareon...

- **We Are Open** – We can voice our opinion and say how we feel; we are open-minded; curious and imaginative
- **We Are Trustworthy** – We trust each other with what we say and what we do. It's okay for us to make mistakes; we keep learning and improving
- **We Are Honest** – We believe in honesty; there is one version of the truth; we appreciate integrity in ourselves and others; we are fair and sincere in all our dealings
- **We Are Communicators** – We speak clearly and simply; we make sure we are understood in order to get things done; differing opinions are valuable to us and we respect each others input



***One Aareon***



***Customer First***



***Create Value***



***We Care***



***Deliver on time***



***Take Ownership***

# Role Description

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## Solutions Manager Trace & Treasury – Home Based

We are searching for an exceptional individual who can join our Digital Team Reporting to the Head of Digital, you will be responsible for the P&L for the Trace & Treasury digital solution:

- **Work across the business (especially the Netherlands), and with our customers, to ensure the development of the right solution, in line with Group and the UK Market**
- **Agree and enable the delivery of the budget for the Trace & Treasury digital solution, working across sales and marketing to drive the pipeline to meet forecasted revenues**
- **Work with the Netherlands development and UK development teams to ensure solution delivered on time and to budgeted costs**
- **Ensure all products and solutions brought to market follow the GTM sign off process and are fully enabled**
- **Create business cases for new solutions**

Able to ‘Hit the Ground Running’, you will be driven, flexible and focused on ensuring that our digital products and solutions are best in class and delivering forecasted revenues to meet our ambitious growth plans.



# Background to the Trace & Treasury Product

Aareon is developing a comprehensive Trace and Treasury solution to support the end-to-end treasury process; from (i) analyzing financial positions and risks, to (ii) execution and recording of financial transactions to (iii) accounting, reporting and settlements.

- **Cash management**
  - Bank reconciliation and cash positioning
  - Management of bank account balances/cash pooling
  - Cash flow forecasting
  - Netting of intercompany AP/AR invoices
  - In-house banking (IHB)
  - Basic support 3<sup>rd</sup> party payments
- **Risk management (FX, IR, Commodity, Counterparty Risk)**
  - Exposure measurement/limit management
  - Hedge management and mark-to-market calculations
- **Dealing of Financial Instruments (FX, IR, MM, Investment Management, I/C funding, External funding)**
- **Trade and Supply Chain Finance (bank guarantees, letters of credit, SCF)**
- **Treasury Accounting**
  - General ledger postings and period-end accounting
  - Hedge accounting
- **Reporting**
  - Dash boarding
  - Strategic/Operational/Control reporting
  - External reporting requirements (e.g. EMIR)
- **(Electronic) Bank account management**
  - Bank account repository and mandate management
  - Bank fee analysis

Controlled by static data management, segregation of duties, access rights/authorizations and full audit trails.

# Key Responsibilities

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## Solutions Manager Trace & Treasury – Home Based

1	Own the P&L for the digital solutions assigned to you
2	Use a group common process in order to deal and prioritise customer requirements, market needs and demands
3	Manage and align product roadmap, solution launch plan and pilot customer implementation with all stakeholders
4	Work with sales in order to provide sales pipeline and align on product pricing, roadmap and business cases
5	Work with development teams in order to set up the effort budget, including technical and security updates
6	Orchestrate monthly budget follow up and quarterly forecast for the solution
7	Manage the connectors of the Digital/ERP interface in close collaboration with the ERP line
8	Ensure compliance with Group Digital Product Strategy
9	Align product roadmap, business cases, forecasts and market achievements with the Group Solutions Manager
10	On-board sales and consulting regarding product roadmap and deployment. Support sales via training and enablement materials
11	Align DevOps with development team and Group IT

# Skills & Pre-requisites

## Personal Skills

1	Strong commercial background. Ability to understand and manage a P&L and build business cases
2	Customer focussed
3	Minimum 5 years demonstrable experience in Solution or Product Management
4	Strong leadership skills with excellent collaboration
5	Experience in the finance sector or a finance team within a housing association
6	Excellent written and verbal communication skills
7	Ability to get to the root of an issue and problem solve
8	Self motivated and high attention to detail
9	Analytical skills

## Technical Skills

1	A background in finance either as a sector or a finance role within a housing association – thorough understanding of the finance processes
2	An understanding of the software development process
3	An understanding or previous experience of working in an Agile way

## Desirable Skills

1	Knowledge of the UK Social Housing marketplace
2	Background with Finance

# Competencies

## Solutions Manager – Mid Level

Professional	Team	Management	Communication	Customer
The ability to deal with interactions logically and independently by using acquired knowledge and skills. The ability to solve and/or anticipate possible problems. Be open to developing and maintaining your knowledge and skill set in order to deliver a professional service.	The ability to understand team goals and to have the motivation to achieve them. The willingness and ability to integrate with internal and external teams. Considers the needs of colleagues and supports them in order to help them achieve their best. Shares and transfers skills and knowledge within own team and the business in order to assist in reaching overall goals	The ability to plan, organise and prioritise workload in order to work in line with your goals, team goals, company goals and group goals making sure they always line up with the flight plan. Being able to lead, empower and delegate where necessary and take responsibility for actions and outcomes. Understand the required results and be flexible and multi-orientated in order to achieve them.	The ability to listen, talk, understand and convince. Listen means being open to wishes and positions of others and stepping aside when needed. Talk means being focused and clear in the way you communicate and always check your understanding of the situation. Understand means knowing your audience and what method would be best to use in order to communicate with them. Convince means that the solution presented is accepted and carried out by customers and colleagues.	Listen to, understand and manage the customer's goals and expectations in order to help them achieve their desired outcome. Constantly strive to improve the customers' situation. Follow up with the customer in order to promote satisfaction and offer further assistance if needed. Build and maintain strong customer relationships with a focus on giving them an excellent customer experience.
Required: Level 3	Required: Level 3	Required: Level 3	Required: Level 4	Required: Level 4
<ul style="list-style-type: none"> <li>✓ Has advanced knowledge to perform the job and anticipates possible problems</li> <li>✓ Needs no guidance in any interactions or problem solving</li> <li>✓ Regularly takes time to improve their knowledge and skill development</li> <li>✓ Takes part in the transfer of know-how</li> </ul>	<ul style="list-style-type: none"> <li>✓ Systematically shares and transfers skills and knowledge to others</li> <li>✓ Is acknowledged as a person of trust and a qualified point of contact and helps employees integrate themselves into different teams</li> <li>✓ Mobilises the employees relevant for the tasks ahead, also outside his/her own team, and encourages cooperation</li> </ul>	<ul style="list-style-type: none"> <li>✓ Enables a project team to work together successfully</li> <li>✓ Takes relevant corporate goals into account and reviews them where necessary</li> <li>✓ Recognises market trends</li> </ul>	<ul style="list-style-type: none"> <li>✓ Interprets and reflects on verbal and non-verbal communication and acts in a commanding and appropriate way.</li> <li>✓ Able to guide others and can moderate discussions to achieve a result that is feasible for everyone.</li> <li>✓ Actively seeks ways to improve communication methods within the business.</li> </ul>	<ul style="list-style-type: none"> <li>✓ Nurture important and sustainable customer relationships.</li> <li>✓ Systematically implements improvements together with the customer.</li> <li>✓ Is continuously asked for advice and support by the customer and provides the customer with information as and when needed on his/her own initiative.</li> </ul>

# Package & Benefits

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## Solutions Manager Trace & Treasury – Home Based

<b>Salary:</b>	<b>Up to £60,000 depending on experience</b>
<b>Contract:</b>	<b>Permanent</b>
<b>Reports to:</b>	<b>Head of Digital</b>
<b>Benefits:</b>	<ul style="list-style-type: none"><li>- Pension (5% employer)</li><li>- Life Insurance x 4</li><li>- 2 x Health Schemes</li><li>- 25 days Holiday (plus Bank Holidays)</li><li>- Perkbox Employee Engagement Platform</li><li>- Enjoy Benefits Salary Sacrifice Schemes</li><li>- Flexible working environment</li><li>- EAP- Employee Assistance Programme</li><li>- Enhanced Paternity and Maternity</li><li>- Buy and Sell Holiday Scheme</li><li>- Aareon UK Volunteer Programme</li></ul>

*Any offer of employment is subject to successful references.*

# Interview Process

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## Solutions Manager Trace & Treasury – Home Based

Stage 1	30 min Telephone Interview with Tina Kennedy, Head of Digital
Stage 2	Face to Face Interview (virtual WebEx) Tina Kennedy, Head of Digital, Rob Griffiths, Managing Director and Genevieve Davey-Smith, Head of HR

*Feedback will be provided after each interview stage.*



**“Coming together is a beginning. Keeping together is progress. Working together is success.”**

*Henry Ford*