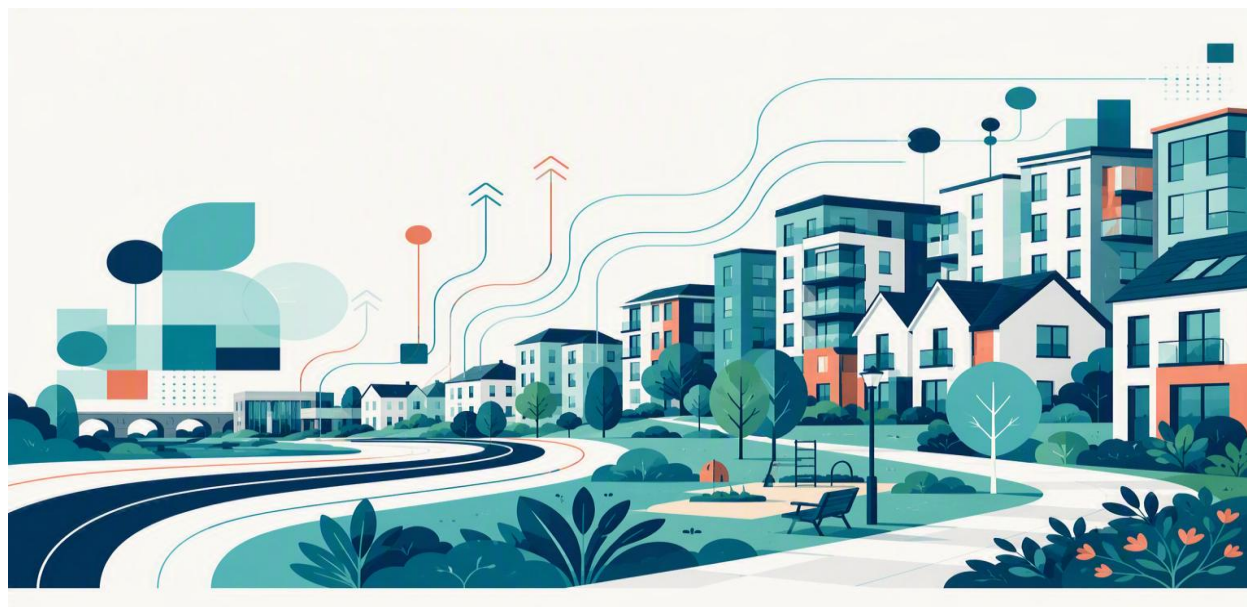


**HFA**An Ghníomhaireacht
Airgeadais Tithíochta
Housing Finance Agency

Finance & Accounting Graduate Role

Two-Year Fixed Term Contract



About the Housing Finance Agency (HFA)

The Housing Finance Agency plc (HFA) provides loan finance to Local Authorities, Approved Housing Bodies and Higher Education Institutions to facilitate the delivery of social and affordable housing. The HFA is a key stakeholder in Ireland's national housing strategy, supporting the implementation of Government policy and helping to deliver homes and communities across Ireland.

Start Your Career with Purpose

At the HFA, you will have the opportunity to build your career while contributing to work that makes a real difference. Our Finance & Accounting Graduate role offers broad exposure across the Finance function, providing practical experience, learning opportunities and the chance to develop skills for a professional career.

Over the course of the role, you will work alongside experienced finance professionals, contribute to meaningful work and gain valuable exposure to financial operations, reporting, accounts payable, governance and public sector finance.

This role provides an opportunity to develop your knowledge, build your confidence and establish strong foundations for a future career in finance and accounting.

**HFA**An Ghníomhaireacht
Airgeadais Tithíochta
Housing Finance Agency

About the Role

This two-year graduate role provides practical experience across key finance disciplines within the HFA, helping you build strong foundations in financial reporting, operations, controls and public sector finance.

What You'll Experience

Financial Accounting & Reporting

Assisting with monthly and year-end financial reporting processes.

Supporting account reconciliations and financial controls.

Helping to prepare documentation for internal and external audits.

Supporting statutory, regulatory and management reporting requirements.

Financial Operations & Controls

Supporting the day-to-day financial operations of the HFA, including accounts payable activities, supplier invoice processing, payment run administration, and the resolution of supplier queries.

Assisting with financial transactions, reconciliations and financial controls.

Maintaining accurate financial records and documentation.

Supporting the continuous improvement of finance processes and systems.

Financial Analysis & Projects

Assisting with financial analysis and management reporting.

Supporting finance improvement projects and process reviews.

Contributing to initiatives that improve efficiency, controls and reporting.

Working collaboratively across departments on business improvement activities.

Public Sector Finance & Governance

Supporting regulatory and compliance activities.

Assisting with reporting to Government Departments and external stakeholders.

Developing an understanding of public sector governance and accountability frameworks.

Who We're Looking For

We are looking for graduates who are curious, motivated and eager to learn. You will enjoy working with numbers, analysing information and solving problems, while also being comfortable working with colleagues, departments and suppliers across the organisation.

You will be someone who:



- Has a genuine interest in finance, accounting and business.
- Demonstrates good analytical skills and attention to detail.
- Is keen to learn, develop new skills and embrace new challenges.
- Communicates effectively and can build positive working relationships.
- Takes initiative and is willing to contribute ideas and solutions.
- Is organised and able to manage competing priorities.
- Enjoys working both independently and as part of a team.
- Is motivated by public service and making a positive contribution to the delivery of social and affordable housing in Ireland.

Entry Requirements

To be eligible for the role, you will have:

- A Level 8 degree, with a minimum 2.1 award, in Accounting, Finance, Business, Economics or a related discipline.
- A genuine interest in developing a career in finance, accounting, or financial management.
- A desire to commence or continue studies towards a recognised professional accounting qualification such as ACA, ACCA, CIMA or CPA.
- Strong analytical, numerical, and problem-solving skills.
- Excellent written and verbal communication skills.
- Good knowledge of Microsoft Excel and other Microsoft Office applications.
- Eligibility to work in Ireland for the duration of the role.

Key Competencies

The ideal candidate will be able to demonstrate how their skills, experience and approach align with the core **Clerical Officer competencies**.

Learning and Professional Development

Throughout the role, you will receive structured support to build your technical knowledge, confidence and professional capability.

- A dedicated mentor, regular coaching and feedback from experienced finance professionals.
- Relevant internal and external learning opportunities.
- Exposure to senior leaders and opportunities to work with colleagues across the organisation.
- Opportunities to participate in cross-functional projects and continuous improvement initiatives.
- Support towards pursuing a recognised professional accounting qualification, including study assistance and study leave in line with HFA policy.

**HFA**An Ghníomhaireacht
Airgeadais Tithíochta
Housing Finance Agency

Your Pay and Benefits

The starting salary is €611.75 per week, paid fortnightly (€1,223.50 before deductions), equivalent to an estimated €31,918.75 per year. Incremental progression applies, subject to satisfactory performance and public sector pay policy.

In addition to salary, the successful candidate will have access to:

- 22 days annual leave plus public holidays.
- A 35-hour working week.
- Blended working arrangements, with a minimum of two days per week in the Dublin office.
- A collaborative, people-centred working environment.

Contract

The appointment will be offered on a two-year fixed term contract, subject to the terms and conditions set out in the contract of employment.

Selection Process

The selection process may include:

- Application screening and shortlisting.
- Online aptitude assessments.
- A competency-based interview.
- Reference and qualification verification.

Candidates will be assessed against the competencies outlined above, with emphasis on learning agility, analytical ability, communication skills and motivation to develop a career in finance and accounting.

Why Join the HFA?

- Contribute to work that supports the delivery of social and affordable housing across Ireland.
- Gain broad experience across finance, accounting, treasury and governance activities.
- Work alongside experienced and supportive colleagues.
- Build valuable skills and professional experience early in your career.
- Develop your career in a unique public sector financial institution.

How to Apply

Please submit an up-to-date CV and a short cover letter outlining your interest in the Finance & Accounting Graduate role and how your skills, qualifications and values align with the role.

Closing date**3pm, 21 October 2026**

**HFA**

An Ghníomhaireacht
Airgeadais Tithíochta
Housing Finance Agency

Application link[HireHive Link](#)

If you require this job description in an accessible format or need a reasonable accommodation during the recruitment process, please contact Katherina Sage, HR Manager at KSage@HFA.ie.

All job offers are subject to satisfactory references, qualification verification and any other pre-employment checks applicable to the role.

The Housing Finance Agency plc is an equal-opportunity employer.