



Affordable homes.
Exceptional care.

Job Description Director of Assets and Sustainability

Reports to

Chief Executive

Job Purpose

Empowering and leading the Assets and Sustainability team to deliver outstanding and innovative service

Values and Behaviours

Believe in better

- Strive to make every experience exceptional
- Make every decision and action a responsible one; compliant, ethical, respectful and good for our planet
- Think commercially and compassionately to deliver exceptional value
- Strive for simple and be data led
- Make incremental improvements everyday, to set new standards we can all be proud of.

Here for each other

- Be kind, listen closely, trust and be trusted as we encourage and support each other to bring out our best
- Promote inclusivity, embrace diversity and recruit on fit first
- Welcome partnerships and collaborations so we might enjoy the benefits that new perspectives bring.

Love to learn

- Be curious to try, fail and learn by experimenting inside a safe space
- Commit to developing yourself and your skills and others along the way
- Take pride in contributing to the bigger picture, and help us to grow sustainably
- Take the lead. Be confident with your ideas, voice and actions.

Accountabilities

- Lead and direct assets and sustainability services and activities, ensuring appropriate strategies, policies and procedures are in place to deliver the highest quality of service and meet Key Performance Indicator targets
- Develop and implement the strategy for new build homes and remodelling of existing stock
- Develop and have overall responsibility for the implementation of an asset management and sustainability strategy and stock investment plan over the long term, developing a portfolio that is versatile and relevant, meeting Trust's sustainability vision
- Provide support and direction to ensure the implementation of Trust's health, safety & wellbeing standards, policies and practice within Asset Management activities and Trust as a whole
- Act as principal professional adviser to the Chief Executive, the Executive Team and the Board on all strategic and operational aspects of assets and sustainability including best practice and the development of new initiatives

Shared Executive Responsibilities

- Act as an executive member of Trust's Board and Committees and principle strategic advisor to the Board, advising and assisting in setting strategic direction and lead on the development and implementation of business strategy.
- Lead on governance and financial plans to meet strategy along with external statutory and regulatory obligations and internal performance and financial targets.
- Ensure comprehensive financial and risk management strategies are developed and implemented to ensure sustainability of the organisation.
- Lead on the development and promotion of all Trust's products, services and activity and build and seek out and enhance relationships and partnerships, new perspectives and ideas, new technology and approaches to keep Trust at the leading edge
- Passionately promote and welcome diversity in all its forms, and ensure compliance with all Trust policies and procedures

Knowledge and Experience

- Possession of a formal relevant tertiary education qualification will be essential in a relevant professional or technical discipline

- Corporate membership of a relevant professional body/ institute (e.g. RICS or similar/ equivalent) and a demonstrable commitment to continuing professional development
- Experience of management of an asset management/property management and sustainability service at a senior level in a sizeable and complex organisation
- Demonstrable skills in performance and corporate management, risk management, financial & budgetary management and people management
- Ability to quickly develop a strategic understanding of the business priorities of the Asset Management and Sustainability function and services as well as the organisation as a whole
- Ability to undertake financial appraisal, performance management, problem solving and project management techniques
- Experience of successful delivery of development and large-scale remodelling projects
- Thorough and current understanding and experience of all relevant professional practice, developments and legislation in areas of asset, development and property management
- Able to work with a high degree of autonomy to set and deliver business priorities and manage workload within a pressurised and dynamic operating environment