

Job Description

Head of Development

RESPONSIBLE TO: Director of Place

RESPONSIBLE FOR: Development Team

JOB PURPOSE:

To lead a highly motivated development team to deliver the Trust's ambitious Five Year Plan, which features the following regeneration and development objectives:

- To build 750 new homes across a range of tenures
- To create great places to live

'WHAT' – you do

- Ensure that the Trust's development & regeneration programme is delivered on time & within budget and in line with business plan assumptions, development strategy and quality guidelines.
- Secure and create new business opportunities across a range of projects; including land acquisitions, development partnerships, joint ventures and estate regeneration.
- Be accountable to the Executive Team, Board and Homes England for the successful delivery of commitments made in the delivery of size, shape and timing of development programmes.
- Be active and effective in working in partnership with a range of public and private sectors partners including Homes England, local authorities and BLOC
- Ensure that all scheme projects are delivered in line with the Trust's development strategy, financial regulations, Homes England requirements and regulatory requirements.
- Be an enthusiastic leader who will drive the personal and team development needs to ensure they sustain the skills required to effectively deliver our development programme.

'HOW' – you do it by being...

- Transparent with everyone, always being open, honest and clear, with your team and colleagues ensuring feedback is given in a timely fashion.
- Restless in your approach to finding better (quicker, better value for money, more effective) ways of delivering our development programme. Always looking at best practice to ensure we are forward thinking and innovative
- Upfront and honest. We are bold, confident and direct. We say it as it is. However, we will not be shouty or rude but constructive and clear with people, so they know WHAT we expect from them and HOW they deliver it.
- Skilled - We invest in our people and attract talent so the Trust thrives and we invest in staff to deliver our high performing culture.
- Together – championing a "one team" ethos. We support and talk to each other across teams to help improve lives. We work on delivering more through project teams – rather than the functional/hierarchical teams.

Person Specification

	ESSENTIAL/DESIRABLE	ASSESSMENT
Values - HOW		
Transparent with your teams and peers	E	I/A
Restless in your approach to finding better ways	E	I/A
Upfront and honest	E	I/A
Skilled - continually improving	E	I/A
Together – championing a “one team” ethos	E	I/A
Experience – WHAT		
Delivering significant Housing Association Development Programmes	E	I/A
Guiding strategic action through others to deliver results	E	I
Exhibition strong and decisive leadership of development teams that are resilient, confident and resourceful	E	I/A
Problem solving and making sound decisions whilst using good judgment to balance risk	E	I
Having courage to use good judgement, take calculated risks, stand up for what you believe is right and do the right thing	E	I
Effective budget and project management experience	E	I
Health and safety compliance responsibility	E	I/A
Managing staff and contractor performance	E	I/A
Being pro-active and assertive whilst working with consultants and contractors	E	I/A
SDS Proval & Sequel programmes	D	I/A
Skills/Abilities/Competence – WHAT		
IT skills sufficient to be fully digital self sufficient	E	I/A/S
Ability to be a confident client with contractors, customers and other stakeholders.	E	I/A
Full driving licence	E	A

METHOD OF ASSESSMENT

- A** **Application form**
- I** **Interview**
- S** **Skills Test**
- C** **Production of Certificates**

No job description can cover every task which may arise within the post. The post holder will be expected to carry out other duties from time to time which are broadly consistent with those in this document.