

ROLE PROFILE

Job Title:	Reports to:	Department:	Team:	Grade:
Head of Asset Strategy & Planning	Director of Property and Building Safety	Asset Strategy & Planning	Asset Strategy & Planning	C

<p>Purpose:</p> <p>Responsible for formulating and delivering the Property Asset Management Strategy so to deliver Your Housing Group's strategic and commercial objectives. Accountable for asset strategy and planning, covering investment planning, strategy, divestment and NPV (Net Present Value) performance. Responsible for identifying and monitoring the detailed delivery programmes to the delivery teams</p>	<p>Competencies:</p> <ul style="list-style-type: none"> • Passion • Pride • Creativity • Accountability <p>Leadership Pillars:</p> <ul style="list-style-type: none"> • Authenticity • Strategic Thinking • Innovation • Resilience • Inspirational Leadership
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Key Responsibilities:

1. Design and deliver a Groupwide Property Asset Management strategy that is aligned to Your Housing Group's objectives.
2. Create the systems and processes that support the delivery of the Property Asset Management strategy.
3. Develop a rolling 1, 5 and 30-year investment programme, based on stock condition information and local team knowledge that aligns with the business plan.
4. Propose, monitor and review commercial and financial parameters for the various property programmes.
5. Carry out property-based product development in line with the Group's vision.
6. Contribute to the Group's overall business strategy and decision making.
7. Define capital investment requirements to ensure continued compliance and develop a suitable investment programme.
8. Develop and implement a divestment strategy for the Group based
9. Work with the Director of Property and Building Safety to create a programme of works that is deliverable and meets the requirements of the asset plan.
10. Ensure that effective mechanisms exist and are applied consistently to evaluate and manage risk in the property programmes.
11. Work closely with the Development Director to effectively manage all issues arising from latent construction defects and to identify preventative measures, where possible.
12. Ensure the Group's asset plans comply with the requirements of the various regulators and meet the legal requirements of a Registered Provider
13. Lead on the budgeting process across the Property function.
14. Manage the stock condition process to ensure the Group has robust information on its property assets, to make effective investment decisions, predict building element failure and estimate costs in advance. Including a cycle of stock condition surveys, ensuring component replacements are recorded in the Asset Management database.
15. Lead on the management and development of the Asset Management property database(s) and information links to other systems.
16. Undertake additional duties appropriate to the role and/or grade.

	Essential	Desirable
Knowledge	<ul style="list-style-type: none"> Construction process and regulatory requirements expertise, with working knowledge of local laws and regulations across key markets 	
Skills	<ul style="list-style-type: none"> Skilled negotiator with successful track record of delivering YOY savings in challenging sectors Manage effective relationships with a variety of internal and external stakeholders including non-executive Boards and Executive teams to achieve business results Demonstrate excellent people management and motivational leadership with a track record of delivering outcomes and achievement of key targets Ability to produce clear, well-structured reports which facilitates effective decision making Ability to chair Senior Management meetings and contribute to regional and Group Board meetings including delivering clearly structured presentations 	

	Essential	Desirable
Experience	<ul style="list-style-type: none"> Operated at a Senior level within an Asset management/Property Services based business ideally linked to the Housing sector. Demonstrable track record of leading strategic business development and change, leading business through several cycles of business planning and improvement Strong commercial/financial track record developed within a multi-stakeholder and regulated environment 	
Qualifications/Education	<ul style="list-style-type: none"> Degree level or equivalent relevant technical qualification e.g. RICS (Royal Institution of Chartered Surveyors) or CIOB (Chartered Institute of Building) or similar 	<ul style="list-style-type: none"> Degree, Lean Six Sigma, qualifications

People Management Responsibility?	Line management responsibility, including coaching, development and performance management
Budgetary Responsibility?	Budgetary responsibility
Key Relationships (internal/external)	Senior Leadership Team, Executive Leadership Team and CEO
Safeguarding of Children Young people and Vulnerable Adults Your Housing Group is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff to share this commitment. As a Your Housing Group employee, it is your responsibility to attend safeguarding training in accordance with YHG safeguarding training strategy and to be aware of and work in accordance with the YHG safeguarding policies and procedures and to raise any concerns relating to such procedures which may be noted during the course of duty.	

Key Role Performance Indicators
<ol style="list-style-type: none">1. Development & Implementation of an asset management and divestment strategy by November 20202. Deliver stock condition survey programme covering 60% of properties by March 20223. By August 2020 design & implement project controls & reporting mechanism so that the Property teams meet both volume & monetary targets4. Implement the Data project ensuring that stock condition & decent homes data can be captured, analysed & reported by March 2021

Date Role Profile Created/Updated:	June 2020
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