Job Description

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| **JOB TITLE:** | **Director of Regeneration and Development** |
| **GRADE:** |  |
| **POST NUMBER:** |  |
| **DIRECTORATE:** | **Housing & Regeneration** |
| **SERVICE:** | **Regeneration** |
| **RESPONSIBLE TO** : | **Corporate Director of Housing & Regeneration** |
| **RESPONSIBLE FOR:** | Head of RegenerationHead of Housing SupplyHead of Capital Delivery & Property |
|  | **This post does not require a DBS check.****This post is politically restricted.**  |
| **JOB SUMMARY:**  | The Director of Regeneration and Development is responsible for the strategic leadership, management, and delivery of the council's regeneration and housing delivery programmes. This role is focused on driving the successful delivery of housing and non-housing capital projects, affordable housing schemes, area regeneration initiatives, and employment and skills programmes linking regeneration to wide regeneration initiatives such as employment and skills. The role will oversee a mixed economy of direct build, acquisitions, estate regeneration, repurposing of existing assets, partnership working and joint ventures (where relevant) alongside new initiatives to increase the supply of homes in the borough. |
| **ROLE REQUIREMENTS:** |  |
|  | Be accountable for increasing the direct build of affordable rented new build homes in the Borough.  |
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|  | Lead the development and implementation of the Regeneration & Housing Strategy, ensuring sustainable growth, social value, and economic benefits for the community. |
|  | Carry out a fundamental review of our housing supply and delivery divisions to ensure that we have the capacity and capability to deliver new homes through strategic partnerships and land assembly and tackle the challenges around council land supply. |
|  | Direct and oversee non-housing capital projects, ensuring timely delivery, cost control, and compliance with quality standards. |
|  | Foster strong partnerships with developers, housing associations, government bodies, and community stakeholders to drive successful regeneration. |
|  | To enhance and promote the reputation of the Council locally, regionally, nationally and attend regional and sub-regional meetings. To be an active advocate and ambassador of the Council. |
|  | Drive the Employment and Skills programme, developing initiatives that promote skills development, apprenticeships, and job creation. |
|  | Ensure compliance with all statutory and regulatory requirements, including planning, building standards, and health and safety. |
|  | Chair the Asset Management & Capital Delivery Group to ensure oversight of capital project approvals and budget setting. |
|  | Embed strong governance framework at all levels to ensure Best Value in the delivery of capital projects |
| **CORPORATE RESPONSIBILITIES** |  |
|  | Actively contribute to the council’s priorities and outcomes in a way that promotes a ‘one organisation’ approach. |
|  | Develop and maintain positive relationships with colleagues, stakeholders and communities to ensure the council and the directorate strategic priorities are effectively implemented. |
|  | Promote equality among all staff and ensure that services are delivered in a non-discriminatory way, that is inclusive of all disadvantaged groups. |
|  | Support organisational change and learning, following and implementing appropriate systems of self-development, communication and engagement, quality measures, monitoring and review in delivering the functions of the role. |
|  | Promote sustainability, including encouraging a culture of innovation and accountability amongst all council staff. |
|  | Adherence to the council’s commitment to the health, safety and welfare at work policy |
|  | Deputising for the Corporate Director when required |
| **PEOPLE** |  |
|  | Develop and maintain positive relationships with colleagues, stakeholders and communities to ensure the council and the directorate strategic priorities are effectively implemented. |
|  | Working closely with the Director of Property & Assets to ensure the housing strategy is aligned with the economic growth strategy in securing housing development schemes across the Borough. |
|  | To lead and promote highly effective partnerships working, with housing providers, Homes England, and other agencies to inclusively meet the needs and aspirations of residents. |
|  | Work with partners, stakeholders, and residents to develop and implement strategic policies and actions to deliver housing and neighbourhood regeneration in priority areas across the Borough and support the objective set out within the Council Plan of creating safe and thriving neighbourhoods. |
|  | Promote equality among all staff and ensure that services are delivered in a non-discriminatory way, that is inclusive of all disadvantaged groups. |
| **FINANCE** |  |
|  | Responsible for all budgets, expenditures and costs within the division, taking all steps to provide services at the best price for the quality specified. |
|  | Ensure robust financial management and accountability, delivering value for money. |
|  | Monitor financial performance against budgets and implement corrective actions where necessary. |
|  | Drive income generation, cost optimisation, and value-for-money initiatives across negotiations. |
| **SERVICE AND PERFORMANCE** |  |
|  | Ensure that the portfolio meets its statutory obligations and develops and delivers its statutory plans. |
|  | Support organisational change and learning, following and implementing appropriate systems of self-development, communication and engagement, quality measures, monitoring and review in delivering the functions of the role. |
|  | Drive continuous improvement in service delivery, monitoring performance, and implementing enhancements. |
|  | Implement quality assurance measures, ensuring consistent service standards across all areas. |
|  | Utilise data analytics to enhance decision-making and optimise performance. |

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| **Resourcing*** Direct delivery of 1000 new council homes
* Acquisitions Programme using CHAPs to purchase 200 permanent homes
* LAHF funding to purchase 37 homes for temporary accommodation (5 for ARCS)
* Regeneration of 100 existing homes in Harriott, Apsley and Pattison House estate to deliver 407 new homes and a replacement community facility, with 50% of the new homes being a mix of affordable and intermediate homes.
* Direct delivery of non-housing Capital Projects including a schools programme and cultural and heritage facilities/assets.
* Direct delivery of complex non regeneration programmes, including the Whitechapel Road Improvement Programme and the Mayer Parry Bridge
* Supporting residents into training and employment and supporting SMEs by levering in funding from s106, UKSPF and SIP.
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**OTHER CONDITIONS:**

To undertake any professional qualifications as determined necessary by emerging Government legislation

To maintain personal and professional development to meet the changing demands of the job and participate in appropriate training/development activities including the council’s ‘My Annual Review’ scheme.

To engage and develop all staff in the team to ensure they have clear personal development plans.

Ensure that all duties and responsibilities are discharged in accordance with the council’s policies and procedures, Code of Conduct and relevant regulations and legislation.

To comply with the council’s equal opportunities and diversity policies ensuring anti-discriminatory practice within the service area.

To undertake additional duties that may arise from time to time commensurate with the grade of the post.

Person Specification

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| **Person Specification for the Post of Director of Regeneration and Development** | **Person Specification for the Post of Director of Regeneration and Development** | **Essential (E)****or****Desirable (D) (if applicable)** | **Method of Assessment****A= Application Form****T= Test****I= Interview** |
| **Knowledge and Experience** | * Proven leadership experience in regeneration, housing delivery, economic development, and employment programmes
* Comprehensive knowledge of statutory and regulatory requirements in regeneration, housing, and planning.
* Experience in delivering complex regeneration and housing programmes, ensuring community benefits.
* Experience in working closely with key stakeholders to develop innovative ways to deliver corporate objectives.
* Ability and experience to translate strategic and corporate commitments into an aligned framework of operational plans and to oversee the delivery, review, and improvement of these plans.
* Proven track record to initiate and oversee the implementation of major change within a service, including assessment of options, appropriate consultation, and outcome review.
* A comprehensive understanding of local government and the devolution of powers to the city region level, the national and political context within which it operates and the current challenges and opportunities it provides.
* Ability to develop strong relationships with residents through effective engagement and communication.
* Experience in best practice leadership of housing and capital project delivery.
* Ability to operate at pace and adaptable to changing priorities in a result-driven environment.
* Driven and passionate demonstrating willingness to operate strategically and operationally in getting their hands dirty.
* Experience in motivating and engendering a high-performance culture that achieves improved outcomes.
* Ability to create a positive collaboration, remove silo working and encourage innovation.
* A successful record of engaging with elected members and building positive relationships with key stakeholders in the government and private sectors.
* Commitment to equality, diversity and inclusion.
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| **Personal characteristics and attributes** | * Personal credibility. A professional demeanour that generates trust and confidence.
* Leads by example and possesses a high degree of integrity.
* Sets themselves and others challenging but achievable objectives.
* Challenges and confronts conflict, brokering solutions to achieve goals.
* Looks to the future – can see the opportunities others might miss.
* Applies concepts and learning from outside the sector; looking ahead over the long term to deliver improvements and avoid problems.
* Not afraid to challenge performance and service delivery issues both with staff and contractors.
* Always looks to drive value for money for customers and residents.
* Politically aware and emotionally intelligent.
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| **Additional Requirements** | Willingness to work outside of contractual hours in the evenings and weekends where necessary to fulfil the duties of the role.To comply with the requirements relating to political restrictions for this role. |  |  |

# Health and Safety responsibilities for:

**Directors (second tier) Job Descriptions**

Health and safety responsibilities include:

* Overseeing the translation of the council’s health and safety policies, objectives and arrangements into operational practice within their respective directorate service areas.
* implementing corporate and directorate safety policies and supporting procedures within their service areas
* holding staff accountable
* ensuring risk assessments are carried out, reviewed and shared with all appropriate staff
* ensuring staff receive adequate information, instruction, training and supervision
* cooperate with trade union/safety representatives