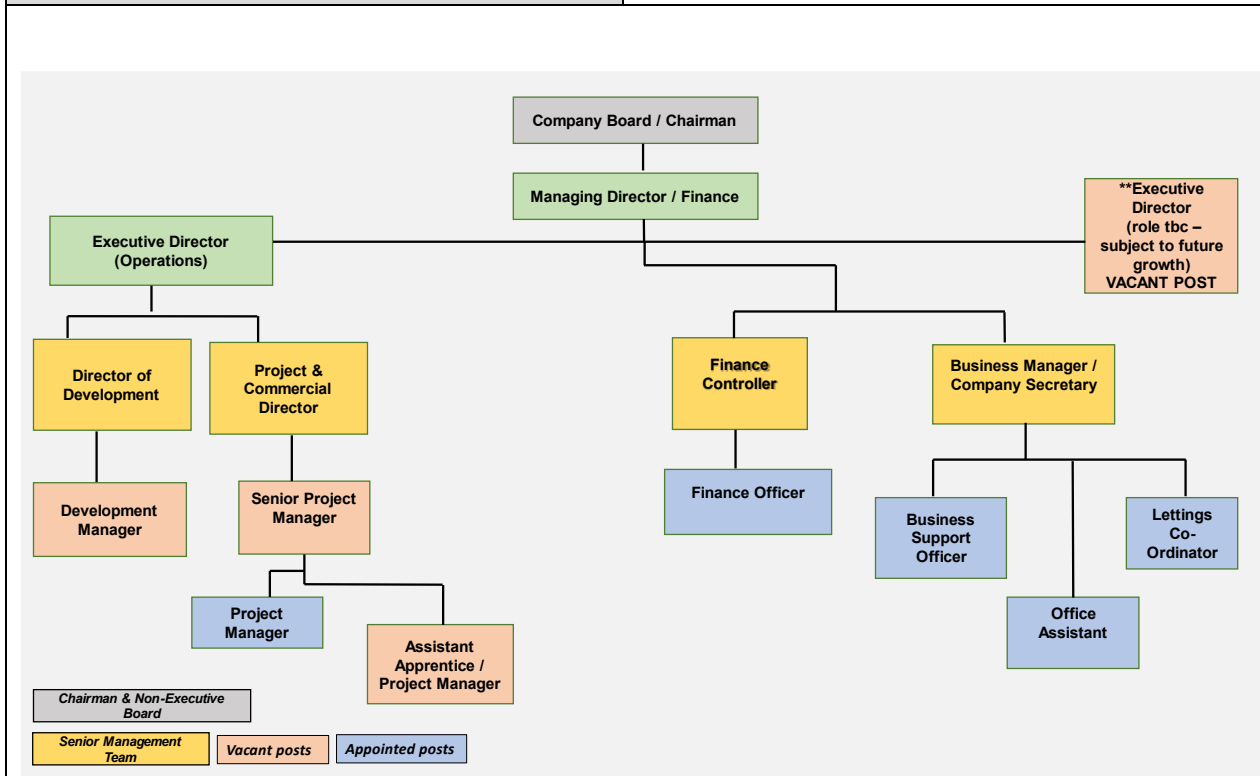




A E Q U U S

Aequus Group will deliver high quality sustainable homes.

POST TITLE:	Executive Director of Operations (Full-Time permanent position)
SALARY & BENEFITS	n/a
REPORTS TO:	Managing Director
REPORTING TO THIS POST:	Circa 2+ (Director of Development & Project & Commercial Director)
BASE:	Cambridge House, Henry Street, Bath, BA1 1BT



1. PURPOSE OF POSITION

The Aequus Group of companies consists of Aequus Group Holdings Ltd (AGHL) which is wholly owned by Bath & North East Somerset Council. AGHL in turn wholly owns the two subsidiary companies which deliver the operational activities of the group - Aequus Developments Ltd (ADL) and Aequus Construction Ltd (ACL).

We are seeking a dynamic and experienced Executive Director of Operations to join our executive team. The candidate will play a pivotal role in securing and driving our pipeline development programme, optimising commercial and affordable housing outputs, and ensuring the successful delivery of housing projects.

Leading the design, business development, delivery and sales areas of the business, you will ensure the successful design and delivery of a range of residential led development projects to meet the company objectives and financial returns as agreed by our Shareholder, Bath & North East Somerset Council.

2. ESSENTIAL DUTIES & RESPONSIBILITIES

Strategic Planning:

- To develop existing and new partnerships to secure a pipeline of sites for open market and affordable housing delivery.
- Developing schemes to maximise both commercial and affordable housing objectives set by our shareholder and partners in terms of site briefs, financial returns and other outcomes.
- To develop outline and detailed financial business cases utilising residual land value based appraisals.
- Supporting the MD to prepare and implement the approved company business plan.
- To ensure Health and Safety is a core element to the strategic planning process.

Senior Leadership:

- Working with the MD and Board to develop and implement strategic plans aligned with the company's aims and objectives.
- Provide leadership in setting operational priorities and defining key performance indicators to effectively manage performance.
- Provide inspirational leadership to the operations team, fostering a culture of accountability, collaboration, innovation and continuous improvement.
- Mentor and develop team members to enhance their skills and contribute to their professional growth.
- Demonstrates leadership underpinned by the Nolan principles.

Operational Excellence:

- To lead the company in identifying and overseeing potential land development opportunities and assessing feasibility i.e. all the pre-construction activity.
- To ensure that designs meet regulatory requirements and industry standards delivering the objectives of the company.
- To oversee and enhance operational processes, ensuring efficiency and effectiveness in housing project delivery, project management, refurbishments etc.
- To develop and implement best practice to optimise resource allocation and utilisation.

- To lead the company's policy of driving improvements in the sustainability outcomes of all developments. Addressing climate change for all future developments and encourage research and adoption of innovative technologies that contribute to sustainable operations whilst delivering the required level of financial returns.
- To ensure excellence in respect of the management and delivery of health and safety for all operational activities.

Project Management:

- To lead the planning, execution, and successful completion of housing projects, ensuring adherence to timelines, budget constraints, and quality standards.
- To identify and mitigate project risks, ensuring a proactive approach to issue resolution.

Risk Management:

- Identify and manage potential risks in pre-construction activities.
- Develop strategies to mitigate risks and ensure project success.
- Ensure health and safety risk is appropriately managed and mitigated.

Stakeholder Engagement:

- Build and maintain strong relationships with internal and external stakeholders, including government agencies, contractors, and community partners.
- To play a crucial role in identifying and developing partnerships with neighbouring Local Authority's and local strategic partners working with B&NES.
- Collaborate with cross-functional teams to ensure seamless communication and coordination.

Financial Management:

- Significant financial oversight as part of the role, typically managing a large annual budget.
- Producing and overseeing initial and detailed development business cases
- Oversee the financial aspects of housing projects, including budgeting, forecasting, and cost control measures.
- Drive cost-efficiency initiatives while maintaining a commitment to quality.
- Delivering the company financial objectives in terms of returns to the Shareholder and partners

Performance Management:

- Support the delivery of the Council's housing delivering objectives, through the achievement of delivering company objectives in the Business Plan
- Delivery and monitoring of company objectives through robust business and financial planning.
- Establish clarity around expected outcomes and standards, providing clear lines of accountability and delegated authority.

- Identify areas for process improvement and implement initiatives to enhance efficiency, reduce costs, and improve overall operational performance.
- Implement performance management systems to track, analyse, and improve individual and team performance within the design and delivering team.

Continuous improvement:

- Lead and model continuous improvement while ensuring continuity in performance, delivering value for money and statutory obligations.
- Implement best practices to enhance efficiency and effectiveness.
- Stay informed about industry trends and innovations.

3. PHYSICAL EFFORT AND WORKING ENVIRONMENT

- This is an office-based role with the benefit of flexible working arrangements meaning that the post holder may also work in other locations as required including development sites.

4. QUALIFICATIONS, SKILLS AND EXPERIENCE

a) Essential

- Educated to degree level or equivalent and professionally qualified with an appropriate construction industry institution e.g. RICS, ICE, CIOB
- Proven experience of working with and reporting at board level
- Proven success at executive management level in the design, management and delivery of major residential projects including recent experience of work in the private development market.
- Extensive construction and design experience across several sectors including open market housing, affordable housing and mixed use residential based schemes.
- Extensive management experience in multi-disciplinary environments within a private or public sector organisation.
- Excellent project / programme management skills, proven in the development sector.
- Proven awareness of commercial and contractual issues
- Experience of working within the public (Local Authority) sector at a senior management and member level
- Ability to work with and develop effective delivery focussed teams.
- Experienced in the appointment and management of consultants – delivering best value.
- Excellent communicator, with experience of managing complex stakeholder relationships.
- Ability to challenge partners and stakeholders critically and constructively, using influence and negotiation to build joint solutions and drive change.

• **Highly Desirable**

- Construction / Civil Engineering background.
- Experience of working for a public sector organisation, advising stakeholders and elected representatives.

- Actively involved with construction innovation and best practice.
- Experience of Local Authority owned housing companies