

PERSON SPECIFICATION

Experience, knowledge, and qualities

- Understanding of local communities and marketplaces. Be in tune with the breadth of our current and future customer base, their needs, challenges and aspirations. Promote diversity and inclusion.

- Expertise and knowledge of social housing delivery and current housing policy and practice across all forms of tenures in the not-for-profit charitable, and commercial sectors. Understanding the importance

of housing and support and the development of shelter with a wide range of support around connectivity, security and stability and confidence and self-security.

- A strategic understanding of finance and risk incorporating business planning, budgeting, value for money, treasury, internal controls, audit, current accounting standards, financial markets, cost control and liquidity, and profit and loss.

- An understanding of governance and its application to fulfil regulatory requirements, control and assurance, risk management and compliance. Have a knowledge of how to develop excellent boards with strong relationships with executive.

- Knowledge and understanding of the importance of organisational culture and its impact on services and performance. The ability to enhance and add value to a people-focused culture that supports great customer service, high quality performance, ambition, and a great place to work.

- A sound commercial, market-focused approach to Group business. The ability to contribute to decisions considering all aspects of the business.

- Experience of social housing and affordable housing development and leveraging a positive relationship with Homes England.

Skills and abilities

- Be able to work as a part of a high performing team, build respect, listen to and influence others.

- The ability to operate strategically with a sound understanding of how to develop strategy in the environment we are operating in and how this impacts on risk and short, medium and long term priorities and growth.

Personal qualities

- A curious mind with the ability to identify and seek out relevant and critical information, analyse and apply thinking that supports debate and decision making as a critical friend.

SPECIFIC SKILLS AND EXPERTISE

We would like to hear from people with one or more of the following skills and/or expertise:

- Customer engagement experience in a housing or community context particularly relevant to the new consumer standards.

- Experience of commercial activity as well as investment management.

- Experience of social and affordable housing development and leveraging a positive relationship with Homes England.

- A sound understanding of the needs and aspirations of local communities, ability to champion those needs, stay abreast with local and regional issues and changes that might impact on customers and communities