**Sandway Homes**

**Managing Director**

**Job Description**

**Role reports to: Chair and Board**

**Based: Bootle, Merseyside**

**Key responsibilities:**

* Primary responsibility is to deliver against the immediate needs of the business as well as lead strategic and business planning to ensure a sustainable future (thus, be hands-on/detailed and strategic/future focused).
* Deliver against the short (Phase 1), medium (Phase 2) and longer-term (Phase 3) goals of the business i.e.
  + Ensure Phase 1 of the business plan delivers against targets (profit, sales value, etc)
  + Be the strategic lead on the development and design of Phase 2
  + Co-develop the longer-term vision and strategic plan for the future business.
* Oversee delivery management of tasks and the performance of SMT members and supply chain partners in each aspect of delivery, to drive progress against schedule and budget and identify and mitigate risks and issues.
* Lead, motivate and develop the senior management team to maximise individual performance and a strong teamworking culture.
* Drive business growth through talent acquisition and development of the team.
* Oversee all business operations, people and partnerships to maximise profit and drive efficiency.
* Ensure robust, transparent governance is in place and maintained.
* Challenge what is possible – set stretching yet achievable goals for the business, spot opportunities to do things differently and better, and help develop a clear blueprint for success that can be replicated more widely.
* Manage and sensitively navigate key relationships with shareholders, Sefton Council and strategic partners such as Homes England, Contractors, etc.
* Hands-on, key interface with Sefton Council – with a need to be present and visible.
* Lead, influence and draw on internal relationships and networks to create and deliver solutions.

**Person Specification:**

**Experience, knowledge and understanding:**

* Has a strong and broad understanding of all stages of the house building process, including the planning process and the grants system.
* Experience of working with a range of partners and stakeholders across the public and private sectors, including organisations such as local authorities, Homes England, contractors, consultants, etc.
* Experience of successfully managing a large and complex business, division or directorate.
* Commercial experience including a strong grasp of financials and complex negotiations.
* Understands the challenges of working in a diverse region like Sefton.
* Understands the need for social value.
* Understands the context the organisation works within (social, technical, economic, environmental and political).

**Skills and abilities:**

* Able to translate vision into tangible, operational activities.
* Strives to deliver superior performance, demonstrating perseverance in the face of adversity and opposition.
* Strives to maximise the commercial impact of own contribution, talking action to achieve the most benefit for the least cost.
* Has a firm grip of the key financial drivers of the organisation, and of the variables that impact on these.
* Able to identify who the customers of a piece of work are and concentrates effort on understanding and meeting their needs and understanding market trends.
* Develops creative solutions, generating a range of novel alternatives.
* Persists until problems are resolved, evaluating and trialling solutions to select the most appropriate.
* Takes a proactive approach, originating action rather than simply responding to events.
* Takes an objective and rational approach to making decisions, following a sound, justifiable progression of thought.
* Prepared to make critical decisions within real-world constraints.
* Works in an ordered, systematic manner, anticipating future requirements and marshalling resources accordingly.

**Terms and conditions:**

* Salary between £100-120,000 dependent on experience
* Performance-related bonus of 10% of base salary (dependent on annual review of objectives and on position in the development cycle)
* Pension contribution of 6%
* 25 days holiday per annum
* Private medical insurance
* Car allowance