

# Director of Asset Strategy

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Grade: Director

Salary: £102,090 to £144,074

Directorate: Regeneration, Housing and Environmental Services

Reports to: Executive Director of Regeneration, Housing and Environmental Services



# WHO WE'RE LOOKING FOR

Hounslow Council has ambitious plans for the communities it serves, making the West London borough greener, healthier, cleaner, thriving, safer and liveable.

We are proud to serve Hounslow, a place where people thrive, from our outstanding schools and entrepreneurial businesses to our beautiful parks and welcoming communities.

We are looking for an outstanding individual to be the corporate landlord of our multi-million pound estate. The new Director of Asset Strategy will ensure we use our assets creatively and productively to help improve the lives of residents.

Working as a central part of our senior leadership team they will be an experienced chartered surveyor, and live our values by leading with heart, doing new, passing on the power, harnessing the mix and being a rock with and for those around them.

# THE MOST IMPORTANT THINGS ABOUT YOU

- You will role model our values, creating the conditions for our people and our residents to succeed.
- As a chartered surveyor and competent valuer, you will bring significant experience and demonstrable success at a very senior level in these fields, with evidence of creating asset strategies, policies, and assured delivery plans.
- You will bring knowledge of best practice and thought leadership to the Directorate, supported by strong analytical skills and an excellent aptitude for developing inventive solutions to complex problems within a commercial context.
- You know how to communicate expertly. Your ability to engage with complex concepts and issues and communicate these clearly and simply should be one of your strengths.
- You will have deep experience of developing excellent relationships with all stakeholders and you can prove that you have developed with them strategic and tactical solutions to delivery challenges and opportunities.
- You will demonstrate a proven track record of financial and commercial awareness and competence in managing budgets to high standards of probity and accountability.
- You will bring demonstrable experience and skills in leading and managing multi-disciplinary teams; and in providing visible and supportive leadership that empowers, motivates, and develops staff to deliver improved and positive service outcomes for our residents and communities.

# THE ONE HOUSLOW VOLUES THAT DRIVE US

## Lead with heart

We're here for the people of Hounslow. We work together with them and for them with care and compassion, with patience and in partnership.

We put ourselves in other's shoes, remembering that every person is different, and every interaction is a real moment in their lives.

We always feel first.

## Do new

We need to do things differently if we're going to help Hounslow people thrive in the future. Hard work is important but it's not enough on its own.

We need to challenge ourselves to break new ground, invent new approaches, try new ideas, keep moving forward and keep improving. That means being ready to stop doing things we've done before.

It means taking on risk and backing each other when we take a leap.

## Pass on the power

The world keeps on changing and we need to change with it. We won't be able to adapt fast enough to the future needs of our residents if we stick to old fashioned command and control.

We need to hand over responsibility and give people more power to make decisions and take action themselves. It's about being transparent and straightforward. It's about providing tools and support.

But most of all, it's about being ready to trust each other to do the right thing.

## Harness the mix

We work together, across disciplines and roles. We talk lots, share our insights, our skills and experience.

We're not interested in siloes or defensiveness. We're always open to different approaches, we're flexible and ready to adapt.

We break down the barriers between our parts and people to unlock the problem-solving power of our amazing mix of minds.

## Be a rock

There's lots to do and people need us. It's up to us to take the initiative. To take responsibility. To stand up and be counted. Everyday.

It's about being super focused, effective and efficient. It's about allocating our resources smartly and with good rationale – using data to help guide our decisions.

But most of all, it's about having the strength and determination to keep on going through thick and thin.

# EQUALITY IN ALL WE DO

We value diversity in its broadest sense. We're committed to creating an inclusive culture where everyone is able to be themselves, give of their best, and reach their full potential. We believe that a diverse workforce helps us to better understand our communities and deliver the best services for our residents. We want to receive applications from all regardless of age, gender identity, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race or ethnic origin, sex, sexual orientation, transgender status or social economic background. We want to harness the mix and ensure that everybody can apply and be part of our recruitment processes. We will therefore make reasonable adjustments to accommodate our candidates.

# CLARITY OF VISION AND HOW TO GET THERE

We have a clear vision for the Council, the borough and our communities, articulated in our new Corporate Plan. This is underpinned by a detailed Delivery Plan and Finance Strategy.

We're on our journey to create:

## A GREENER HOUNSLOW

Where people live in a sustainable borough, where clean air, environmentally conscious transport options, employment in green jobs, and access to green spaces improves wellbeing.

## A HEALTHIER HOUNSLOW

Where people enjoy good health, live well and independently, and keep active throughout their lives.

## A CLEANER HOUNSLOW

Where our borough is clean and litter free, reflective of the pride people have in their communities.

## A THRIVING HOUNSLOW

Where local people flourish in a borough which is home to good-quality education, training, jobs and successful businesses, and where they live in strong, prosperous communities.

## A SAFER HOUNSLOW

Where the borough is a safe place with low crime levels and a place in which people feel safe and secure as well.

## A LIVEABLE HOUNSLOW

Where people can live in homes that work for them and in neighbourhoods where they can belong, look out for each other, and play a role in their local community.



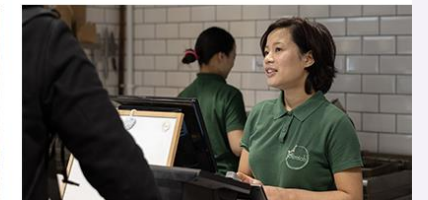
**ONE  
HOUNSLOW**

# LONDON IN ONE BOROUGH, THE WORLD IN ONE PLACE

Hounslow is one of London's most diverse, dynamic and connected boroughs. Home to 285,000 people speaking 188 different languages, we stretch from Chiswick in the East to the counties in the West, and represent people from all walks of life.

Our economy is one of the largest of any local authority area in the UK. We have an industrious and entrepreneurial business community – from the HQs of global brands to cutting edge start-ups – and are leading the way in media, gaming and tech, with a fast-growing creative sector.

Bustling town centres and high streets, high performing schools, wonderful parks and waterways, rich culture and world-class historic attractions, and top-flight sports clubs make for a great place to live, work and visit.



# WHAT YOU'LL BE DOING

## Being a Director at London Borough of Hounslow

As a member of our Directors' Group and Senior Leadership Team, you play a key role in decision-taking on behalf of our residents and contribute formally through our leadership governance arrangements across the organisation.

Leaders at Hounslow are future focused, looking across and outwards to make the greatest positive impact for our residents. Working with the Executive Directors you will develop and deliver the Corporate Plan and lead services in such a way that our ambitions are realised. You will lead critical services and may hold a statutory position, and you will manage risks, ambiguity, and challenges responsibly. You will play a significant role in local democracy, supporting directly elected Members across all political parties. You will also exercise influence and have significant impact beyond the Council and the London context, both as a leader in your profession and as an ambassador for our organisation and communities, and you will actively promote within the organisation the good things that you learn from elsewhere.



# WHAT YOU'LL BE DOING – YOUR CORPORATE CONTRIBUTION

- Shape, create, build and lead a division capable of delivering the Council's ambitions.
- Work effectively as one of the Council's most senior officers, delivering corporate objectives through collaboration across the whole Council, as well as leading and influencing cross-partner projects and programmes, ensuring our ambitions for the borough are well understood.
- Lead the Council's transformation ambitions, balanced against the delivery of services our residents need every day, in line with the Council's strategic and business planning approaches.
- Lead, motivate and support service teams and individuals across the whole organisation, enabling them to learn, every day, and to effectively deliver corporate, divisional and personal goals so that they can be the very best they can be.
- Effectively manage the Council's money in accordance with the Council's standing orders and regulations, delivering financial efficiency and value for money, and maximising the generation of income. Deliver the Financial Strategy.
- Promote equality, diversity and inclusion in the delivery of services and in our employment practices, and support Hounslow to become an even more inclusive employer, by putting equality front and centre of everything we do. Make Hounslow fairer and more equal.
- Deliver - through everything you do - our climate strategy, understanding how the services and the transformation programmes you lead, enabling your services to prioritise and deliver on our climate ambition.
- Deputise for your Executive Director.
- Participate in the Council's emergency planning and responses to emergency situations when required to do so, and assist in the conduct of elections as required.

# WHAT YOU'LL BE DOING – YOUR SPECIFIC ACCOUNTABILITIES

- Be the Corporate Landlord, complying with the legislative property framework, such as the Local Government Act and Housing Act, Schools, and Standard Framework Act, at all times ensuring a safe and well managed estate.
- Lead on the future development and management of the Council's portfolio: being the responsible strategic lead for all asset types and classes.
- Develop and deliver the Housing Asset Management Plan, including operational commissioning of the annual repairs' programme, in line with the repairs priorities as determined by the Director of Housing in the context of the HRA business plan and other statutory priorities. Demonstrate full compliance with social housing regulation and securing exceptional value for money.
- Develop and deliver all Council Corporate Property Strategies, including the Future Assets Strategy 2024/29, asset management plans and the annual delivery plan; enhancing our flexible community spaces in partnership with community groups.
- Develop and delivery of the Schools Asset Management Plan(s), including the operational commissioning of the annual repairs programme to local authority-controlled schools, where the Council is the landlord.
- Develop, maintain, and set out a flexible framework for the management and delivery of facilities management for the Council and its assets and buildings.
- Develop and maintain a clear focus on strategic property and asset management, operational asset performance and maintenance, asset maximisation and commercial property performance.
- Build sound relationships with strategic commissioners in Housing and Education.
- Maximise asset usage and commercial income from rents, receipts and meanwhile uses.

# EMPLOYEE BENEFITS

- **Annual leave** – Generous annual leave entitlements starting from 28 days and rising to 33 days.
- **Enhanced Maternity & Adoption Leave:** Up to 52 weeks' leave after the birth or placement of your child; 28 weeks' full pay; option for a phased return to work over 3 months.
- **Enhanced Paternity Leave:** Up to four weeks' leave with full pay after the birth or placement of your child.
- **Premature baby leave and pay** – We are proud to have The Smallest Things Chartermark.
- **Flexible working arrangements** – our focus is on the outcomes you deliver and we are flexible about where and how this is best achieved.
- **Local Government Pension Scheme** – Open to all employees, this is a tax approved, occupational pension scheme. Your contributions are based on a sliding scale according to your salary band.
- **Learning and development** – we want you to learn everyday. We have a fantastic range of resources and opportunities and are committed to your development throughout your career with us
- **Travel options** – Pool cars, Pool Bikes, Season Ticket Loans, Cycle to Work Scheme, Environmentally friendly Lease Car Scheme.
- **Staff wellbeing services** – Including access to Occupational Health, an Osteopath/Chiropractor and Employee Assistance Programme.

# HOW TO APPLY

- To apply, please submit a CV and a supporting statement detailing why you are a strong candidate for the role.
- Your supporting statement should be no longer than four sides of A4, Arial 12pt.
- The closing date for applications is Friday 8<sup>th</sup> March.
- For more information or to discuss the role, please contact Penny Ransley: [penny.ransley@starfishsearch.com](mailto:penny.ransley@starfishsearch.com) or Jo Boardman: [jo.boardman@starfishsearch.com](mailto:jo.boardman@starfishsearch.com)

Thank you for your interest.