



Indicative Grade:	Director
Role Title:	Director of Asset Strategy
Directorate:	Regeneration, Housing and Environmental Services
Reports to:	Executive Director Regeneration Housing and Environment Services

## **About 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.

## **Specific accountabilities for the role**

- To be the Corporate Landlord, including compliance with the legislative property framework, such as the Local Government Act and Housing Act, Schools, Standard Framework Act, etc. at all times managing a safe and well managed estate.
- To lead on the future development and management of the Council's portfolio: being the responsible strategic lead for all asset types and classes, to be responsible for:
  - Development and delivery of the Housing Asset Management Plan, including operational commissioning of the annual repairs programme; Responsibility for the delivery of asset management and repairs priorities within the HRA as set by the Director of Housing in line with the HRA business plan priorities and statutory obligations to demonstrate full compliance with social housing regulation and value for money through commissioned programmes.
  - Performance management of all programmes.

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- Development and delivery of the Corporate Property Strategies, asset management plans and annual delivery plan; promoting them as flexible community spaces, working in partnerships with community groups etc., this includes the Future Assets Strategy 2024/29.
  - Development 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, including the option to increase or decrease the Facilities Management service based on service demand.
  - Develop and maintain a clear focus on strategic property and asset management, operational asset performance and maintenance, asset maximisation and commercial property performance.
- Building sound relationships with strategic commissioners in Housing and Education.
  - Maximising asset usage and commercial income from rents, receipts and meanwhile uses.

### **Top things about you**

- As a chartered surveyor and competent valuer, you will bring significant experience and demonstrable success at a very senior level of property surveying and valuation with evidence of creating asset strategies, policies, and assured delivery plans.
- You will bring leading knowledge of best practice and thought leadership to the Directorate, specifically your newly created service area within the built asset environment, supported by strong analytical skills and an excellent aptitude for developing inventive solutions to complex problems, offering a commercial mindset.
- 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.
- You will role model our values, creating the conditions for our people and our residents to succeed.

### **Director Role Profile**

## **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.

## **These are the values 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.

## **Director Role Profile**