

Director of Development and Regeneration

You report to the Corporate Director of Development and are responsible for supporting them in the formulation of the Group's Development and Regeneration Strategies. You will lead the subsequent operational delivery of these strategies with support from your Leadership Team.

You will apply best practice to meet business needs, delivering the Group's strategic aims in line with statutory and regulatory requirements, Our 2030 Plan, mission, values and business objectives.

As a member of the Directors' Group, you will take collective responsibility for the successful leadership and management of the organisation according to the strategic direction set by the Group Executive / Board and foster highly effective teamwork with other directors and the wider Leadership Team; communicating issues effectively, resolving problems collegiately and making clear and timely decisions to achieve results that are in the best interest of the organisation.

You will have an ability to make working with suitable technical detail, whilst applying robust risk and commercial management, scalable across the team and lead by example. Your passion will inspire a high performing and motivated team that enjoys problem solving and progressing projects together.

Your honed technical and contractual skills will be rooted in

knowledge of the operating environment's challenges and opportunities. You have a powerful network of contacts which enables you to influence housing, land and construction sectors and local government stakeholders.

What are my key responsibilities?

- Work collaboratively with the Corporate Director of Development in establishing your objectives and key priorities and progress thereof.
- Effectively leading and inspiring the Development and Regeneration team within agreed performance, budget and quality standards to ensure that the Group receives an exemplary service in all aspects of development and related commercial activity.
- Promote and deliver development and regeneration aspirations in line with the agreed related strategies and corporate strategy targets.
- Develop and deliver implementation plans ensuring the Customer Voice and continuous improvement are a golden thread throughout.
- Provide clear direction and objective setting for the Assistant Director of New Business & Partnerships, Assistant Director of Construction & Quality, Head of Sales and Marketing, Assistant Director of Special Projects and Programme and Compliance Manager.
- Develop positive working relationships with key stakeholders such as Homes England and the West Midlands Combined Authority to gain maximum benefit for the business including planning and coordinating bids, evaluating outcomes and improving our strategic approach to new business as well as ensuring post contract delivery meets all whg's funding programme targets.



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- Support the activities of Anthem Homes (whg's for profit subsidiary) and its formal partnership with Lovell Partnerships.
- Support the continued improvement of whg's preferred terms of development business, ensuring accordance with our range of funders' conditions as well as the needs of our business plan.
- Work very closely with colleagues from Finance, ensuring compliance with the financial risk framework.
- Lead compliance with processes and procedures aligned with this role ensuring the successful delivery of all whg key funding programmes and management of related risks. Ensuring, in particular, there are processes for lessons learned and continuous improvement.
- Lead on the strategy for building safety, style, sustainability, standardisation and place making for new homes.
- Motivate and support the team to generate timely, high quality and accurate performance updates and scheme approval proposals at each Development Panel and Development Committee meeting.
- Align, where appropriate, the management and delivery of the Group's Development and Regeneration Strategy with the Asset Management Strategy.
- Work closely with colleagues in Governance to ensure successful internal and external audits.
- Develop and maintain effective working relationships at a strategic level with private developers, contractors and consultants which will enhance service delivery and provide future new business opportunities which will contribute towards overall growth targets.
- Lead a programme of strategic liaison with targeted local authority partners within defined priority areas.
- Keep up to date with best practice, new initiatives and business opportunities in all areas where there is potential for whg to expand or diversify.
- Ensure that the Group complies with legislative, regulatory,

- constitutional and financial requirements and works to high professional and ethical standards in all areas of development.
- Prepare and deliver reports, presentations and ad hoc information to Boards, Committees and groups of colleagues as required.

Relationships

Post holder reports directly to Corporate Director of Development.

Directly responsible for managing the Leadership Team of the Development and Regeneration team. Other relationships include:

- Executive Team and Directors' Group
- All members of the Development and Regeneration team
- Internal customers/clients and service teams
- End user customers
- Landowners, developers, contractors
- Local authorities
- Specialist consultants/suppliers

Leadership

- Responsible for the effective management and inspirational leadership of colleagues in the Development and Regeneration team to ensure delivery of the agreed operational plans and budgets, in accordance with Group policies, practices and standing orders.
- Provide leadership and management to reporting colleagues - appraising performance, communicating and solving problems, managing resources, maximising efficiency and promoting the development of best practice, modern working practices and

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- modern methods of contract delivery.
- Inspiring leadership and motivation of the entire team, ensuring regular communication of the Development and Regeneration Strategy progress to enable team members to understand 'why' their roles are important to a common goal.
- By way of your day-to-day approach to your work, set a positive leadership example to the Development and Regeneration team, ensuring whg is considered an employer of choice for existing colleagues and potential new recruits.
- Promote the personal development of Development and Regeneration team colleagues and ensure the skills, education and training needs of the team are met to ensure our people are continuously learning and developing, so they can be the best that they can be.
- Demonstrate high levels of emotional intelligence and proactive listening skills.
- The ability to effectively delegate tasks generated by the business and yourself.
- Ensure that inter-Group team working service standards are established and agreed in all areas of responsibility to enable the effective monitoring of performance and value for money.

Role Requirements:

- Relevant sector and technical experience
- Effective stakeholder management (internally and externally)
- Highly motivational leader / manager and coach of people
- Strong commercial acumen
- Effective negotiation skills
- High level of adaptability to change
- Self-motivated and able to work without close supervision

- Ability to work under pressure
- Assertiveness and conflict resolution skills
- High level of persuasion and influencing skills
- Excellent written and verbal communication skills, effective for a range of target audiences
- Excellent problem solving and decision-making skills
- Excellent presentational skills

Specialist Technical Skills and Knowledge

- Project, programme and development management skills.
- High level of technical understanding of design, construction, property issues and related legal issues ideally supported by related qualifications.
- Understanding of the commercial and financial requirements of residential development of different tenures.
- Understanding of market issues in relation to housing of all tenures.
- Understanding of public funding streams, their availability, relevance and terms/conditions.

Corporate Management

- Annual budget preparation and monitoring of spend.
- Dynamic risk assessment and updating of the corporate risk register.
- Ensuring effective operational plans are in place and adhered to and that a continuous improvement culture is fostered.
- Work closely with the Finance team and ensure strict compliance with the development related Financial Risk Framework.

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- Promoting the Group and develop its relationships to ensure that the positive work of the Group is recognised locally, regionally and nationally.

whg's values and behaviours

At whg we have an ambitious aim to be an exceptional place to work that attracts, develop and retains talent. We recognise that our success as a business depends largely on the quality and commitment of our colleagues; our values set out in our 2030 plan identify the behaviours that we expect all colleagues to display at whg.



Respectful
Valuing people and treating everyone with empathy and fairness.



Collaborative
Achieving great things by working together.



Trustworthy
You can rely on us. We are honest in everything we do.



Accountable
Taking responsibility for our actions and owning the delivery of our promises.



Excellent
Striving to be the best and delivering the best outcomes for customers and the organisation.