**Yorkshire Housing Role Profile**

|  |  |  |  |
| --- | --- | --- | --- |
| **Job title:** | Head of Construction  | **Leader of others:** | Yes |
| **Reports to:** | Director of Development  | **Contract type:** | Agile Homeworking |
| **Business Area** | Growth and Assets | **Budget holder?** | Yes |

|  |
| --- |
| **Job purpose** |
| The post-holder has responsibility for all construction related activity required to deliver the Growth Strategy. They will be responsible for the operational delivery of the Development Programme (Post Land Acquisition) which supports the Growth Strategy of 8,000 homes. This includes oversight and delivery of all construction contracts ensuring there is a continuous pipeline of new home completions of both YH build sites and S106 sites. The role will also be responsible for all Defects and Aftercare, ensuring quality control and delivering a service that puts into practise a customer obsessed approach. The postholder will also manage both programme risk and budgets for construction and post construction stage. They will work closely with the Head of Acquisitions to ensure funding is secured and managed and will maintain strong relationships with key contractors and consultants. High levels of customer satisfaction are expected and the post-holder will continue to develop our brand and reputation. |

|  |
| --- |
| **Key responsibilities** |
| **Leadership*** Be the operational lead for the Delivery, Aftercare and Sustainability functions of the wider Development Team to deliver our Growth Strategy.
* Set clear direction and objectives for the Delivery, Aftercare and Sustainability teams, aligning people and activities to required outcomes of our Business Strategy and find new ways to bring teams together to work towards common goals.
* As part of the senior Leadership Team at YH, provide inspiring, confident and clear leadership to your teams and the wider business, empowering colleagues to find the best solutions and take forward our culture of innovation, flexibility and service excellence.
* Strive to continuously improve the efficiency and effectiveness of the Development teams in delivering excellent customer experience and value for money.
* Ensure appropriate levels of assurance and confidence in plans and performance in Delivery and Aftercare to give to the Director of Development.

**Growth Delivery*** Lead the delivery team, both YH and S106, and be accountable for producing new home completions required to deliver the growth strategy.
* This will include the delivery of a range of housing accommodation to meet a mix of housing tenures.
* Closely manage risks associated with Construction contracts and Delivery.
* Lead the aftercare team, having oversight of operational running of our aftercare service and deliver improvements to this service and all processes involved.
* Continue to identify new ways of delivery through effective partnerships. Adopt a commercial approach with delivers both innovation and value for money for our customers and Yorkshire Housing
* Take responsibility for managing external relationships related to construction and delivery.
* Deliver allocated grant through Homes England in accordance with the funding contracts. Ensure oversight and of the funding programme and strong communication with the Programme Manager.
* Ensure that new homes meet the future homes standard and incorporate new specifications, house types, MMC, Smart homes.
* Work closely with the Technical and Sustainability Manager to ensure YH continue along our roadmap to net zero carbon development.
* Working closely with the Head of Acquisitions in the delivery of the development programme.

**Performance*** Ensure that the right annual targets and performance measures to deliver current and future performance outcomes are established and monitored across Delivery, Aftercare and Sustainability, and that these are achieved.
* Have operational oversight of performance data and analysis and embed a strong performance culture. Ensure that this is reported accurately to the Director of Development and at Operational Performance Clinics and contribute to regular performance reporting.
* Manage the development budget for all construction and post construction related spend, ensuring accurate forecasting.
* Have oversight of all pipeline sites to ensure risks are mitigated and managed.

**Communication & Engagement*** Lead and manage communications within the Delivery, Aftercare and Sustainability team as well as the wider Development Team and more widely as part of the YH Leadership Team.
* Form strong working relationships with Directors, Heads of Service and the Executive Team
* Create and maintain strong working relationships with key external stakeholders such as local authorities, Homes England and emerging devolved organisations
 |

|  |
| --- |
| **What you’ll bring to the role** |
| **The main things:** |
| * A track record of leading a large and diverse new build construction programmes
* A track record of managing multi skilled teams with confidence and skill.
* Sound knowledge and experience in construction and contract management and able to identify and manage risk.
* Knowledge of the affordable housing sector and funding requirements.
* Strong understanding of the whole development process from inception to completion.
* Able to work effectively and collaboratively with peers and the wider senior management team.
* A pragmatic and balanced approach to business risk with a strong eye for detail.
* A credible and articulate leader, who can inspiring teams towards shared goals and delivering excellent service and high performance.
* A natural coach, able to direct and lead in order to develop the team and other colleagues to perform to their best.
* Confident, independent and effective decision maker.
* A sound understanding of the challenges facing the housing sector, and the regulatory and legal frameworks we operate within.
* Knows what it takes to build trusting, influential relationships with internal and external stakeholders.
* Eagerness to develop own skills and adapt to change.
* Personal values and approach that align with YH’s values
* Ability to work flexibly in line with Hub, Home and Roam principles.
* An understanding of Equality, Diversity and Inclusivity and how this is applied through our service to customers and colleagues.
 |
| **It would be a bonus if you have:** |
|  |
| **Our values:** |
| Our values describe what matters most to us, and what our colleagues should expect from each other. We’re all expected to show how we support and live up to these values in our work. **Create trust** • Do the right thing, not the easy thing • Be honest and open • Do what you say.**Be curious** • Think differently • Ask questions • Keep learning.**Make it happen** • Own it • Do it • Be empowered.**Achieve impact** • Do things that matter • Deliver results • Show pride and passion.**Have fun** • Enjoy work • Be yourself • Stay connected.We want colleagues to feel free to be themselves - so we’re all responsible for making sure we promote a culture of equality, diversity and inclusion. And, as you’d expect, we’re responsible for our own health and safety, following our policies and doing any training needed for our roles.  |