



**Yorkshire  
Housing**

# **Director of Assets and Sustainability**

Recruitment information pack

**Join**

**Our**

**Team**

# About the role

Are you passionate about sustainability, innovation and making a real impact?  
Do you want to work for an organisation with a clear ambition and commitment to be the best in class?

If the answer's yes pop the kettle on, settle down with a brew and read on!

Yorkshire Housing is going places. This role is a unique opportunity to shape the future of housing in Yorkshire. It's about making strategic, long-term decisions that will impact thousands of homes and residents, ensuring we remain at the forefront of safe, sustainable, and high-quality housing. If you're an ambitious, visionary leader ready to take on this challenge then we want to hear from you.

With over 20,000 homes (and counting), we're on-track with our ambitious growth plan to build 8,000 new homes across God's own county of Yorkshire by 2030. This leadership role is absolutely central to delivering our plans.

As we push towards a low-carbon future, we're looking for someone to drive our active asset management strategy, sustainability agenda, and building safety commitments.



# About the role

This is a high-impact leadership role at the heart of Yorkshire Housing's mission to provide safe, high-quality, and sustainable homes. As our Director of Assets and Sustainability, you'll set the strategic direction for our property portfolio, asset investment, sustainability transformation, and building safety and compliance. You'll play a key role in ensuring our homes not only meet today's needs but are fit for the future.

Did we mention that we're customer obsessed?! It's the driver of our ambition to be the UK's best housing provider and delivers an innovative customer offer that pre-empts what our customers need, before they need it. Other than that, it's a pretty quiet time!

We're moving from reactive to pre-emptive asset management, using data-driven decision-making and modern technology to create a proactive approach to property maintenance, investment, and disposal. You'll drive the Yorkshire Housing Property Standard, ensuring our homes are energy-efficient, cost-effective, and aligned with our long-term sustainability goals.

## **What do you need to apply?**

It goes without saying that you'll already be an established senior leader with bags of experience managing a diverse property portfolio with a commercial and strategic mindset and a good understanding of emerging technologies, sustainability, and decarbonisation strategies.

**“ An authentic leader who cares about doing the right thing, not the easy thing ”**

We're looking for someone with a solid grasp of statutory and regulatory obligations, ensuring all homes are safe and compliant and someone who knows what it takes to motivate, inspire, and develop teams, driving high performance and innovation. Most importantly though, you'll be an authentic leader who cares about doing the right thing, not the easy thing.

Read on to find out more...

# Making it possible to have a place you're **proud to call home**

(that's just how we roll y'know)



**Yorkshire  
Housing**

# Who we are

## You might think of Yorkshire Housing as ‘just’ a housing provider, but we’re so much more than that.

We’re here to make a positive difference in people’s lives. So, as well as owning and managing nearly 20,000 homes (and counting) across Yorkshire, we also:

- Offer money and tenancy coaching
- Help older customers live at home independently
- Adapt homes to match the needs of our customers
- Carry out repairs and replace items before things go wrong
- Provide antisocial behaviour support.

### **Our values**

Our values describe what matters most to us, and what our colleagues should expect from each other. All our colleagues are expected to show how they support and live up to these values in their 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.

# Life at Yorkshire Housing

## We've got a few 'house rules' at Yorkshire Housing (no pun intended!).

One of them is work is something that you do, not somewhere that you go, and another is that we think in careers, not jobs.

Agile and flexible sum up our working culture to a tee. We've left the days of 9-5 behind and now work as part of a Hub, Home, Roam approach to give you options in where, when and how you work. We also offer great opportunities for personal growth and career development to help our people thrive.

We're inclusive and welcoming and offer a fun and open culture with a shared belief in making a positive difference to people's lives – it really does feel like joining a big family!



# Our customer promise and vision...

We want to make it possible for people to have a place they're proud to call home.

That's the reason we get out of bed every morning. We want to be people's number one choice when it comes to renting or buying a home in Yorkshire.

We're a landlord who cares, and that means more than just putting a roof over people's heads. Home should be a place where people can thrive. So we offer personalised services for customers who need it and make sure we listen to customer feedback so we can continually improve what we do.

Our vision is to be the best housing provider in the UK.  
That's pretty ambitious right?



We believe that our vision should 'scare us a little, but excite us a lot', and no-one feels inspired by aiming for just good enough! We want to lead the way and be known for great services, innovation, customer and colleague experience.

Our aim to be the best covers all parts of our organisation and works for all housing types whether that's social rent, market rent, shared ownership or market sale.

Being bold on this also helps us to attract and keep the best talent. Because talented people don't want to be average.



# Our priorities

We launched our exciting Business Strategy in February 2023. It sets out our three priorities over the next few years to take us towards our vision.



## 1. Customer obsessed

Improving our customers' and colleagues' experience.



## 2. Homes and places to be proud of

Creating places people are proud to call home.



## 3. Pre-emptive

Our game-changing shift to dealing with issues before they happen.

To do this, we're thinking differently (innovation is our thing!) and investing in our digital infrastructure so we can offer more and get the best results for our customers.

We're improving our data so we can make better, smarter decisions and reflect the diverse needs of our customer groups.

We're well on our way to achieving our target of building 8,000 new homes across Yorkshire – focusing on energy efficiency, sustainability and affordability, as well as smart tech to support our drive to pre-emptive services.





# How we work

We're also obsessive about creating the right climate and culture for our 900+ people to thrive at work.

If we get it right for our colleagues, they'll get it right for their customers.

Our Hub, Home and Roam approach to work helps to set us apart – we offer choices in where, when and how our people work and we've ditched the 9-5 in an office mentality.

We prioritise investing in our people, creating an inclusive environment, supporting colleague wellbeing, and making Yorkshire Housing a fun, friendly and vibrant place to be. It helps us to recruit and keep the best people.

And, our efforts don't go unnoticed. Our brand helps to attract new business partnerships and build on our current relationships.

Read our latest [annual reports](#) and our [investors page](#) to get an idea of where we're at and how far we've come.



# Executive team



## Nick Atkin

### Chief Executive

Nick is a big believer in innovation. He uses the power of digital to drive change and he has a tip-top track record to prove he knows his stuff. He's also a disruptor in the 'future of work' debate and is regularly included in the top 25 list of most influential people in housing.



## Nina Evison

### Executive Director of Culture and Performance

Nina's mission is to help make us the best housing provider in the UK, with customer obsession at our core. Her love of working with people shows, and her track record of getting results means we're already well on our way.



## Sarah Evans

### Executive Director of Customer Experience

Sarah's all about our customers and communities. She oversees the delivery of our business strategy and leads our customer obsessed approach. For her, leadership's all about honesty, integrity and authenticity.



## Sian Webster

### Executive Director of Growth and Assets

Sian's responsible for all things buying, selling and investing. With a passion for sustainability and creating communities, she's perfectly placed to lead our transition to net zero. For her, leadership's all about trust and honesty, so people can be themselves and feel empowered to deliver.



## Rob Parkes

### Executive Director of Finance and Governance

Rob oversees all things finance and governance, making sure the business is running well so everyone can focus on customers. He's been part of the team for almost a decade and has seen our services and the way we work evolve and progress, with the best yet to come.

So, now you know who we are, our business priorities and our Directors, it's time to meet our [Board](#) and learn more about our [governance structure](#).

# What we're looking for

**Role:** Director of Assets and Sustainability

Reporting into the Exec Director of Growth and Assets, you'll play a key role in shaping our future, leading groundbreaking investment and sustainability projects and ensuring our homes meet the highest standards of safety, comfort, and energy efficiency.

## Key success areas:

### Strategic asset management

- Develop and lead our Active Asset Management Strategy, ensuring the right investment and disposal decisions to optimise our housing portfolio.
- Evolve our data-led approach to property investment, ensuring robust asset planning and lifecycle management and move this to a pre-emptive approach.
- Lead on reviewing underperforming and obsolete assets, making informed decisions about improvement, redevelopment, or disposal.

### Sustainability and decarbonisation

- Shape and deliver Yorkshire Housing's Sustainability Strategy, driving our transition to a low-carbon business.
- Lead on decarbonisation efforts, focusing on reducing our reliance on fossil fuels and switching to sustainable energy solutions.
- Ensure our homes meet and exceed environmental standards, balancing efficiency, affordability, and customer satisfaction.

### Building safety and compliance

- Take full responsibility for our building safety framework including the 'big 6', ensuring strict compliance statutory regulations.
- Lead a culture of safety and accountability, ensuring residents feel secure in their homes.
- Provide assurance to the Executive Team and Board through robust reporting and performance metrics.

# What we're looking for







## **Leadership and culture**

- Lead, inspire, and develop high-performing teams across Asset Management, Sustainability and Building Safety.
- Promote a culture of innovation, excellence, and collaboration, aligning teams with Yorkshire Housing's vision.
- Act as a strategic advisor to the Executive Team and Committees, influencing key business decisions.

## **External engagement and partnerships**

- Build and maintain strong relationships with key stakeholders, regulatory bodies, and external partners.
- Represent Yorkshire Housing on regional and national platforms, driving sector-wide progress in sustainability and housing

# What you'll bring

-  A genuine passion for sustainability with proven experience managing a diverse property portfolio with a commercial and strategic mindset.
-  A credible and articulate leader, with experience of inspiring large teams towards shared goals service-led organisations.
-  Passionate about people – customers and also colleagues across the business who make it happen – knows how to bring an army of people together to create positive change.
-  A confident, independent and effective decision maker who cares about doing the right thing, not the easy thing.
-  A natural innovator, someone who looks for opportunities and possibilities, with the courage to try new things when it makes sense for our customers and knows what it takes to build trusting, influential partnerships with external stakeholders.
-  A forward-thinking approach to asset investment, portfolio management, and business growth.



# The package

**Annual salary: £102,483**  
**plus £3,500 car allowance.**

**Holidays:** Time off to do as you please - you'll get 30 days and this will rise by one day annually up to 35. You get English bank holidays on top of that too.

**Pension:** We match what you pay into your pension up to 9%.

**Career development:** We've got different options depending on what suits your role best. It could be getting a recognised qualification, internal training, a professional accreditation or membership.

**Healthcare:** After three months with us you'll have access to Health Shield (a healthcare cash plan) so you can claim back on things like dental costs, physiotherapy and massages as well as have access to a 24/7 GP helpline.

**Wellbeing:** We've got gym discounts, a 24-hour confidential helpline for practical and emotional support (whether that's for your work or personal life) and activities like virtual exercise classes too!

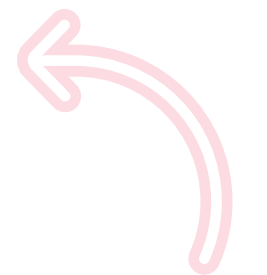
**Flexible working:** We want to help you achieve the best work life balance possible so offer flexible working hours. We have made some promises to our customers about when we're around, so we just need to bear in mind the needs of your team and the business to get the best out of it.

**Equipment:** You'll get top-of-the-range IT equipment and if your role involves working from home, you can use our online catalogue to order items like desks and chairs, and SAD lamps.

**Discounts:** Exclusive deals for holidays, shopping, eating out and lots more.

**Family friendly:** We pay more than statutory for maternity, paternity and adoption leave - this will depend on how long you've worked with us.

**Give as you earn:** Donating to your chosen charity is easy. You can give straight from your salary each month.



# How to apply

[To apply please click the link here](#)

This will take you to our state-of-the-art recruitment platform giving you a personalised application process and access to your own candidate portal. In only a few short steps you will be able to submit your application for the role!

Please submit your application no later than **9:00am on on 17th March**.

Any queries regarding the position or the process, please also contact [recruitment@yorkshirehousing.co.uk](mailto:recruitment@yorkshirehousing.co.uk) and we'll get back to you as soon as we can.

To see the job advert and other documents, please [click here](#).

## Timeline:



### Closing date:

9:00am on 17th March 2024



### Final panel interviews with Yorkshire Housing:

1st stage via Teams w/c 17th March and final stage on the 17th April in Leeds

# Making it possible to have a place you're **proud to call home**

(that's just how we roll y'know)







**Write to us:**

The Place  
2 Central Place  
Leeds  
LS10 1FB

**Telephone:** 0345 366 4404

**Email:** [enquiries@yorkshirehousing.co.uk](mailto:enquiries@yorkshirehousing.co.uk)

**[www.yorkshirehousing.co.uk](http://www.yorkshirehousing.co.uk)**