



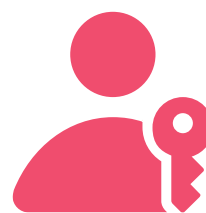
**Yorkshire
Housing**

Asset Transformation Lead

August 2026



Key information about the role



Asset Transformation Lead

**Business area:**

Growth and Assets

**Reports to:**

Director of Assets and Sustainability

**Leader of others:**

Yes

**Contract type:**

Agile Homeworking

**Budget holder:**

No

**Car Allowance:**

No

**DBS check required:**

Yes



About the role

Role purpose

The Asset Transformation Lead will act as the Asset Management Subject Matter Expert for Yorkshire Housing's Asset Transformation Programme. Working alongside the Project Manager, Change Manager and wider delivery team, they will ensure the new asset management solution, associated data, processes and operating model meet business needs, support regulatory compliance and deliver improved services for customers.

They will be the Asset Subject Matter Expert ensuring that all aspects of the Transformation will meet the needs of the Asset, Sustainability and Building Safety Teams and its customers, including meeting our regulatory and legislative compliance obligations.

They will lead on ensuring the new asset solution aligns with our strategic priority of a pre-emptive service offer.

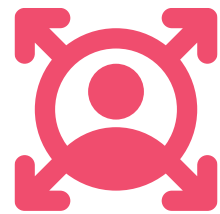
They will need to collaborate with other colleagues contributing to change management strategies and plans that maximize adoption and usage of systems, processes and operating models. The post holder will ensure the business is engaged, prepared and supported to realise sustainable business benefits from the program/ projects across asset management functions.

Lead on a data cleanse and readiness exercise for migration to new systems in line with the organisation architectural view of our new housing management eco system.

Supporting managers, the project team and other colleagues to ensure their services are ready for change, and that changes are embedded, this includes owning the communication of change projects and ensuring it is appropriate & relevant for the business area & being the face of communicating the impact of any change the wider business.

Contribute to the ongoing development and continuous improvement of how change is managed across Yorkshire Housing.

Here's some of the things you'll be doing



We're Yorkshire by name and by nature. And we make it possible for people to have a place they're proud to call home, whether that's to rent or to buy. It's our people that make that happen, and here's how you'll be supporting:

Key responsibilities:

- To take day-to-day leadership responsibility for Asset Transformation working alongside a project manager and change manager in leading the project team.
- Ensuring the future needs of the Asset, Sustainability and Building Safety function is met through Asset Transformation and delivers desired outcomes.
- Being a Subject Matter Expert, guiding where best practice Asset Management system and data architecture and process flows can be adopted and when tailoring to YH specific needs are required
- Lead on data cleanse and implementation readiness alongside, directly managing one Data Analyst.
- Work closely with teams and colleagues involved in transformation to support the overall Yorkshire Housing change portfolio
- Work with Business Change team colleagues to develop and apply a structured methodology to lead change management activities in line with Yorkshire Housing values, brand and strategy.
- Working with senior leadership team, plan, communicate and execute major initiatives ensuring end-user training is provided where appropriate.

- Support Change Managers in defining, planning, and managing relevant change management activities in collaboration with key stakeholders and project members, to ensure impacted business areas are prepared, equipped and ready to embed their new ways of working.
- Drive the adoption of new processes, behaviours, and technologies, in partnership with business stakeholders at all levels.
- Work with the Project Manager to ensure business benefits associated with the change are measured and tracked within the project and apply consistent benefit realisation standards.
- Support the Change Manager to undertake impact assessment and coordinate project/programme business readiness activities.
- Act as the face of the Transformation delivery team, undertaking a business partnership approach to identify and resolve issues through all the stages of development.
- Support the design, development, delivery, and management of communication around change.
- Work with Learning and Organisational Development Team to ensure end user training is designed and delivered in line with L&D practices.
- Document requirements and support the design and delivery of training needed to support and embed change.
- Make recommendations and document lessons learnt and share/ these with Change Delivery Team.
- Contribute to the identification, analysis, planning and delivery of project risk and issues management activities including anticipated resistance to the planned changes.
- Support in communicating project updates to the project team and wider business.
- Develop and support in the implementation of plans to safeguard the operational service performance and compliance whilst changes are being introduced.
- Identify interdependencies, conflicts, or duplication across different projects in the portfolio and escalate to Project Manager.
- Coordinate and support the development, readiness, and availability of “Business Tools” such as policies, procedures, user guides.



As you can imagine, the above might not be all you'll be responsible for in role so you might be asked to take on some other key responsibilities if they're suitable for your role.

So, what will you bring to the role?



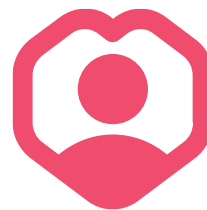
The main things:

- Degree-level qualification in a relevant subject, or equivalent experience/training.
- Subject matter expertise in asset management, sustainability, and building safety.
- Experience of using Keystone Asset Management Solution in particular as it's our legacy platform and/or similar asset systems
- Proven track record of managing asset data, hierarchies and the relationship between data across asset management, building safety and energy performance
- Experience of designing asset hierarchy and associated data sets such as components and attributes.
- Experience of asset system transformation and the processes involved in migrating complex datasets.
- Passion for change, innovation, and continuous improvement.
- Excellent stakeholder management, communication, and influencing skills.
- Strong report writing, presentation, and workshop facilitation skills (virtual and face-to-face).
- Experience in benefits realisation, risk management, and evaluating business process or system improvements, including ROI and cultural impact.
- Proven experience in business analysis, service design, business architecture, or transformation roles
- Strong analytical, conceptual, and problem-solving skills.
- Ability to manage competing priorities, meet deadlines, and perform under pressure.
- Proficient in Microsoft Office applications, including Word, Excel, Access, and PowerPoint.
- Proven ability to manage multiple projects and stakeholders, including senior leaders, and deliver successful outcomes.
- Experience using insights and data to develop effective communications across multiple channels.
- Commitment to YH values and behaviours, with personal values aligned to the organisation.
- Commitment to personal development and adapting to change.
- Understanding of Equality, Diversity and Inclusion (EDI) and its application in delivering services to customers and colleagues.
- Ability to work flexibly in line with Hub, Home and Roam principles.

It would be a bonus if you have:

- Change & Transformation/Business Change Management qualifications or experience, including :
 - Change implementation planning and management (CIPM): Level 5
 - Requirements definition and management (REQM): Level 4
 - Business analysis (BUAN): Level 3 or relevant business qualification
- Change & Transformation, Business Change Implementation: o Portfolio, programme and project support (PROF): Level 3
- Experience working as part of a project delivery team
- Knowledge of Agile Project management methodologies
- Experience of working with IT solution architects and system developers
- Experience of understanding process maps with the ability to identify efficiencies to optimize processes in and outside the system
- Business case development
- Social housing sector experience with a knowledge of housing processes
- Experience working with diverse project teams of internal and external colleagues, overcoming logistical barriers such as location, priorities, methods.
- Experience working across a range of projects simultaneously, demonstrating the ability to focus on large and complex change or multiple parallel projects.
- Ability to create collaboration and cohesion among individuals with differing professional backgrounds, specialisms, and levels of experience. Creating an effective and productive team to deliver the transformation outcomes

Our Yorkshire Housing values



What are they?

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.

Our colleagues are amazing

We want colleagues to feel free to be themselves, which means we all share responsibility for promoting a culture of equality, diversity and inclusion. We're also each accountable for our own health and safety by following our policies and completing any training needed for our roles. Our colleagues are amazing, and the diverse skills and abilities they bring to work every day are what make Yorkshire Housing such a special place to be. You spend a lot of your waking hours at work, so we're committed to giving you a workplace where you can truly be yourself, feel valued, and have opportunities to progress and develop.

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.

