



home  
group

# Executive Director of Property & Assets

**Location:** National

**Salary:** up to 200k per annum

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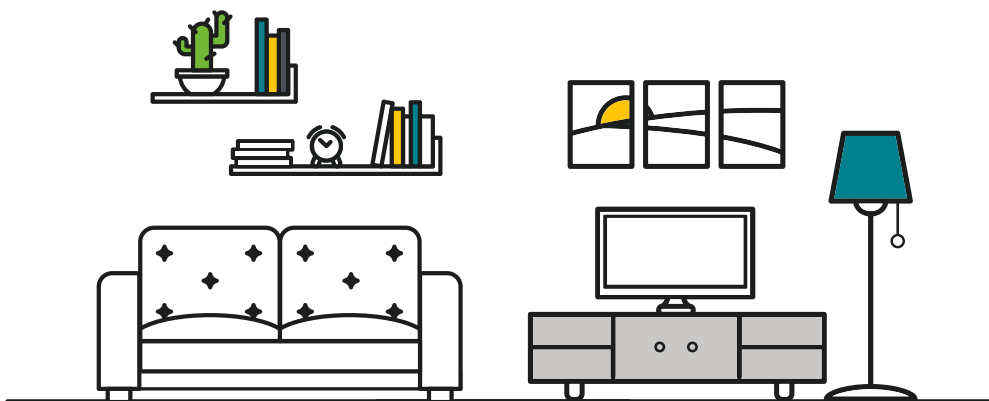
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# Welcome statement

Thanks for taking a closer look at this brilliant opportunity. I'm Mark Henderson, Chief Exec here at Home Group, and I'm genuinely excited that you're thinking about joining us.



Thanks for taking a closer look at this brilliant opportunity. I'm Mark Henderson, Chief Exec here at Home Group, and I'm genuinely excited that you're thinking about joining us.

This role, Executive Director of Property and Asset, is a big one. You'll be shaping the future of our 55,000 plus homes, driving sustainability, and leading investment strategies that keep our customers safe, happy, and proud of where they live. You'll bring a sharp commercial head, a strong social heart, and the kind of experience that shows you know how to turn strategy into action and results. We're looking for someone who's done the hard yards and knows how great asset management can do so much more than tick compliance boxes—it can transform lives and communities.

At the heart of it all is our Customer Promise. Created with hundreds of our customers, it keeps us grounded in what really matters—safe, quality homes, reliable repairs, clear communication, and care that feels real. In this role, your leadership and knowhow will bring those promises to life every single day.

You won't be doing this alone. You'll be joining a close knit, values led Executive Team who are as ambitious as they are down to earth. We work hard, we care deeply, and we don't take ourselves too seriously. And while we're a large organisation, we're not one where you'll get lost in the noise. Your voice matters here. So does your leadership.

We're after someone who not only has the technical depth and commercial acumen, but the confidence, credibility, and drive to lead big change, build strong partnerships, and inspire those around them. Asset Management is up there in our four top priorities for Home Group, and your role will be crucial in driving this forward. If that sounds like you, we'd love to hear your story.

Take a good look through the pack. Ask the questions you need. And if this feels like your kind of place, I hope you'll consider putting your hat in the ring.

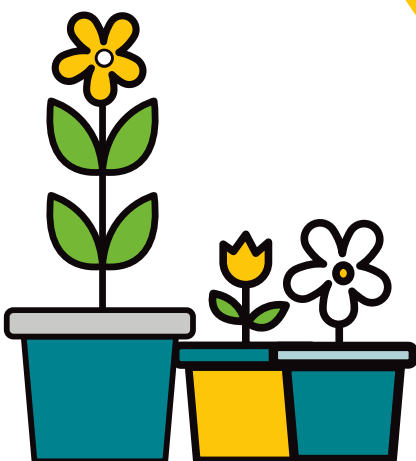
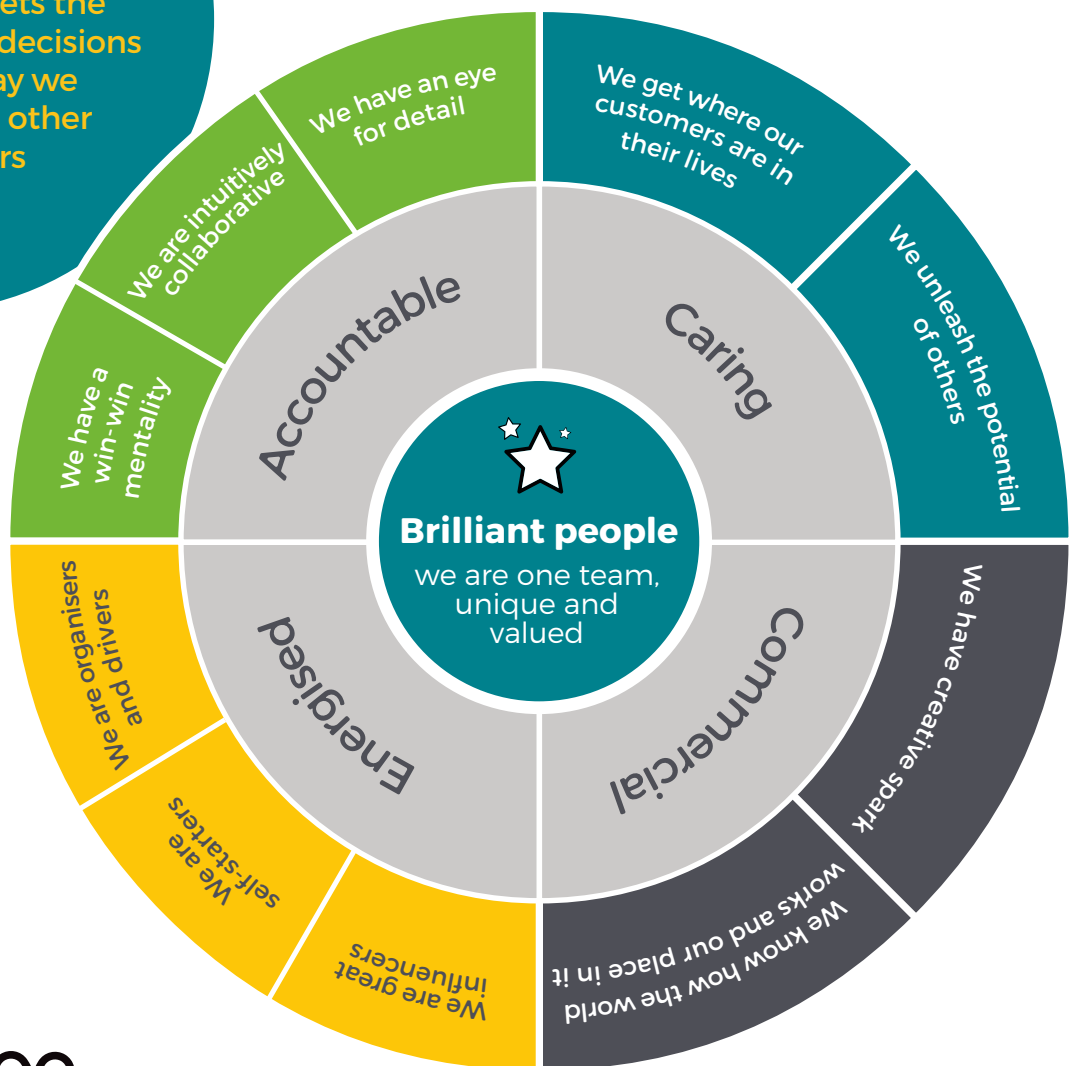
Building homes,  
independence and  
aspirations



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# Our values

Our culture is the launchpad for everything we achieve at Home Group. It's what sets the tone, shapes our decisions and drives the way we show up for each other and our customers



# Our customer promise



Our customer promise makes sure that our customers can hold us to account on the things that matter to them the most. We know our customers know their communities and neighborhoods best, so we worked with almost 300 customers from Somerset to Dundee, to develop our Customer Promise; a set of guiding statements where we can measure how we're performing and hold ourselves accountable.

They're not just words - we've been achieving some great things alongside our customers and communities but we know there is more to do.

For more information about our customer promise, take a look at our [website](#).

A key pillar of our five-year strategy is to deliver for our customers and communities which means first and foremost, getting the basics right for our customers; this comes before anything else.

We will collaborate more with a wider range of customers and partners so that we can ensure we are delivering on the things that matter every day. This includes better maintenance, greater customer voice and supporting our customers throughout the cost-of-living crisis, providing help including targeted advice, 1-2-1 support and financial assistance for those who need it most.

# Finances governance, and assets

## Our finances and governance

Our Group turnover to March 2025 was over £475 million. The main driver of growth was an increase in income from social housing lettings and new build sales. Our surplus before tax for this period was £34.7 million. We have invested heavily last year across the business, building new homes and ensuring our existing ones are fit for purpose.

Our S&P Global rating was affirmed at 'A-' with a stable outlook in August 2024.

In 2024 The Regulator of Social Housing reaffirmed its previous assessment of G1/V2.

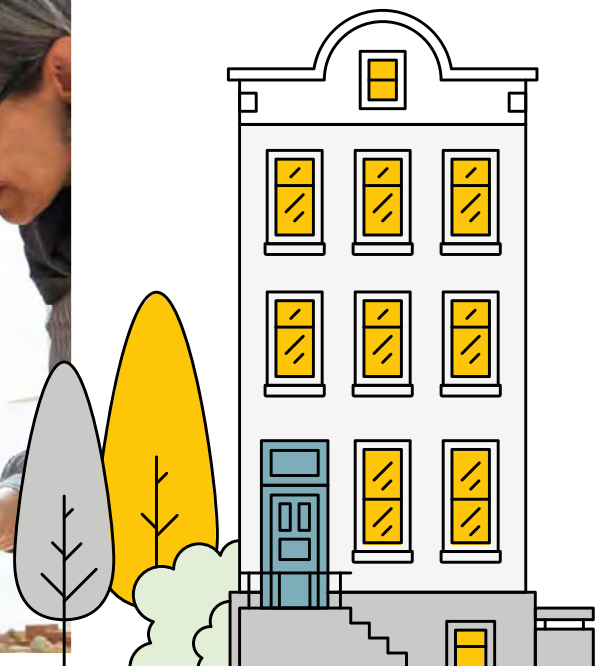
## Our assets

As one of the UK's largest providers of high quality housing and supported housing services and products, we currently house over 125,000 people across more than 55,000 properties, operating across 192 local authority areas with 50% of stock within 17 local authorities, primarily affordable tenures. These are a variety of tenures, including social, affordable, shared ownership and supported homes. Over the last five years we have built over 7,500 homes. As a large developer we have ambitious plans in our new strategy, and it's vital that we continue to build the homes that our customers want to live in.

We also invested £152 million last year improving and maintaining our customers' homes, including £15 million on building safety works.



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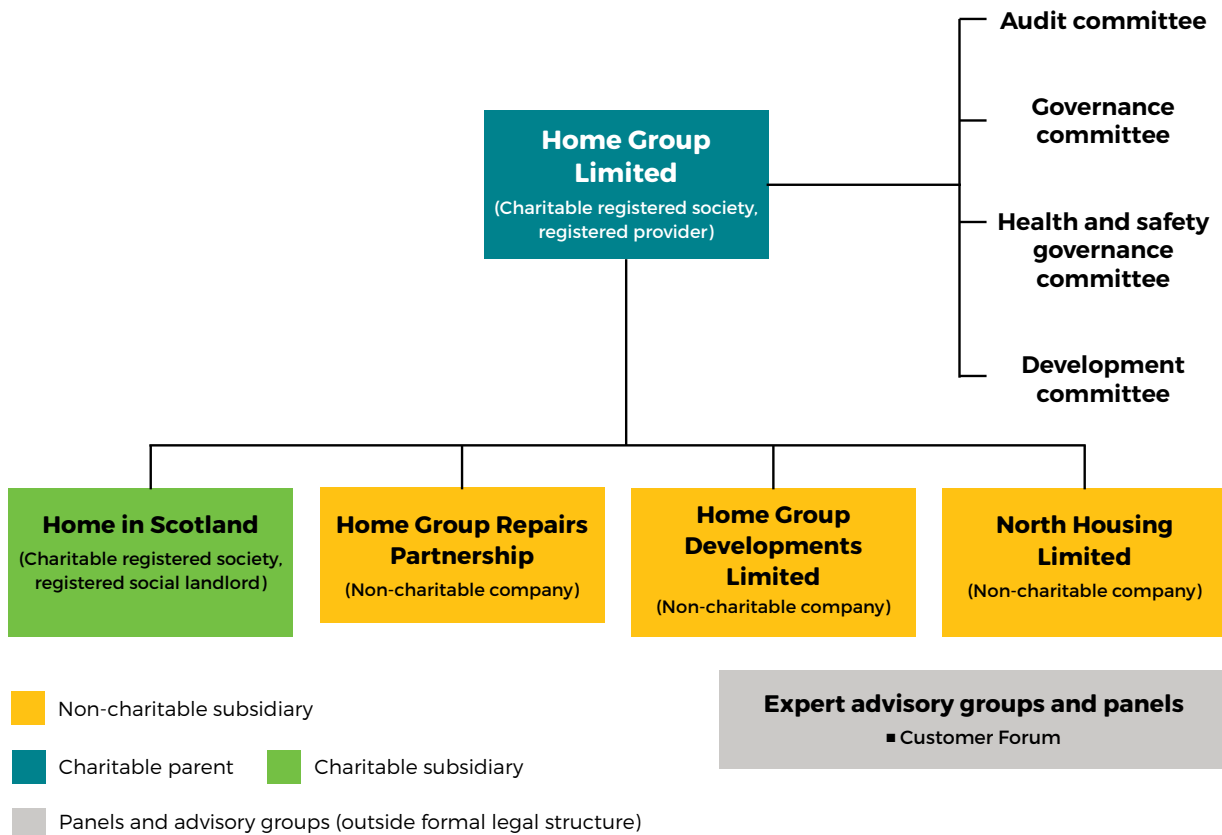


# Legal structure, structure chart

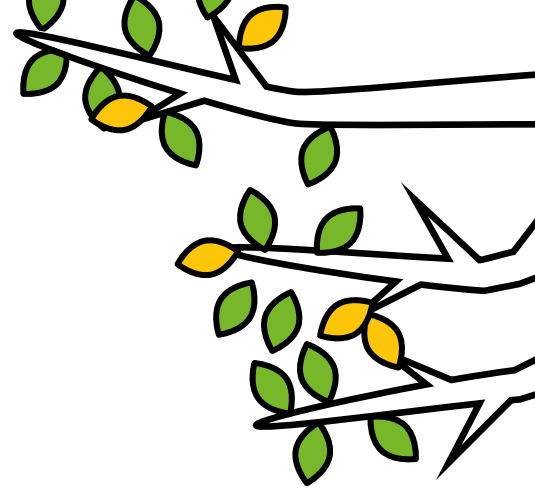
The way in which each part of our legal structure is incorporated and our legal status can be summarised as follows:

Home Group Limited is a registered society under the Co-operative and Community Benefit Societies Act 2014 (registered number 22981R). We have charitable status but are exempt from registration with the Charity Commission – it is a ‘charity’ but not a ‘registered charity’. We are Registered Provider of Social Housing (Regulator of Social Housing registered number L3076). We are Authorised and Regulated by the Financial Conduct Authority (FCA).

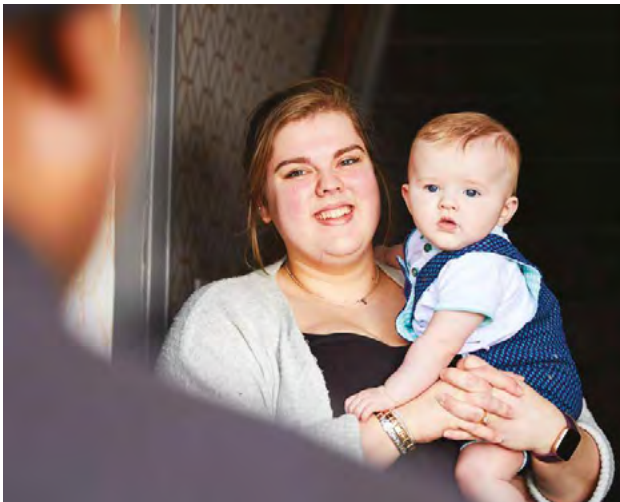
Home in Scotland Limited is a registered society under the Co-operative and Community Benefit Societies Act 2014 (registered number 1935R(S) and is a charity registered with the Office of the Scottish Charity Regulator (Scottish Charity No. SC005247). Its registration number with the Scottish Housing Regulator is HAL90. The legal relationship between Home Group Limited as ‘parent’ and Home in Scotland Limited as ‘subsidiary’ is documented principally within the Rules of Home in Scotland Limited and within a Joint Arrangement Deed.



# The Role



Are you ready to take on a pivotal role within our organisation, reporting directly to the Chief Executive Officer?



As the Executive Director of Property and Asset, you'll be at the forefront of shaping and driving a commercially focused asset strategy that ensures the safety, sustainability, and quality of our housing stock.

You will lead the development and implementation of a brand-new strategic vision for asset management that aligns with our long-term goals. You'll lead long-term asset planning, optimise investment, and ensure that every expenditure enhances quality, sustainability, and financial performance. You'll also be the client for planned maintenance, maximising investment, driving efficiency, and delivering the best outcomes for our customers.

## Key Responsibilities

- **Team Leadership:** Creating and nurturing a high-performing Property and Asset Management team, ensuring colleagues are motivated, skilled, and aligned with our strategic objectives.
- **Strategic Vision and Planning:** developing and driving forward a strategic vision for asset management, ensuring our housing stock remains safe, sustainable, and fit for the future. Using a long-term, data-driven approach, you will shape investment decisions that maximise asset value and resilience.
- **Client for Maintenance:** Defining asset management priorities through collaboration with the Executive Director of Maintenance to deliver a high-performing, customer-focused maintenance programme.
- **Financial and Strategic Performance:** Ensuring investment decisions balance financial efficiency, social impact, and long-term sustainability by embedding strong governance and commercial thinking to maximise value for our customers and stakeholders.
- **Decarbonisation and Sustainability:** Leading our decarbonisation and sustainability agenda within asset management, ensuring all investments contribute to reducing carbon emissions and improving energy efficiency.

# The Role



- **Data-Led Strategy:** Using your insight and predictive modelling to shape asset strategies, prioritise investment, and adapt to changing customer and organisational needs.
- **Stakeholder Relationships:** Actively maintaining and strengthening strategic relationships with key stakeholders, including contractors, regulatory bodies, local authorities, and external partners, to enhance service delivery and support long-term objectives.
- **Capital Investment Programmes:** Delivering capital investment programmes on time, within budget to positively impact our communities.
- **Workspaces and Commercial Property:** Creating innovative workspaces that balance progressive ways of working with commercial opportunities, fostering a high-performance culture.

## Your Skills and Qualifications

- Executive-level leadership experience with a proven track record of shaping strategy, inspiring teams, and delivering measurable success in complex organisations.
- Deep knowledge of housing regulations, compliance, and safety standards, including fire safety, energy efficiency, and decarbonisation requirements.
- Advanced understanding of asset management principles, including long-term investment planning and sustainability.
- Expertise in planned and cyclical maintenance, with a proven track record of implementing effective programmes that enhance asset performance and customer satisfaction.
- Advanced financial acumen with experience managing multimillion-pound budgets.
- Membership and chartered status in a relevant professional body, such as RICS, CIOB, or CIH.

## The following would be an added bonus

- Experience working in a large Housing Association or private sector housing organisations.
- Ability to build meaningful partnerships with stakeholders.
- Experience leading organisational transformation and fostering innovation.
- Strong history of contractor and supply chain management.



# How to apply

At Home Group, we like to be inclusive, looking at things from different perspectives to drive innovation. Candidates should apply by sending a cv and cover letter using the contact form [\(link\)](#).

or by emailing [xxxxxx@xxxxxx](mailto:xxxxxx@xxxxxx)

The closing date for the application is [XXXXXX XXXXXX](#)



One Strawberry Lane,  
Newcastle upon Tyne,  
NE1 4BX

