

# Job Description

Job title:	Assistant Director of Asset Strategy
Reports to:	Executive Director of Assets & Compliance
Responsible for:	Direct line management responsibility

## Role Overview

We make moments that matter by truly caring about our customers and ensuring they are at the heart of everything we do.

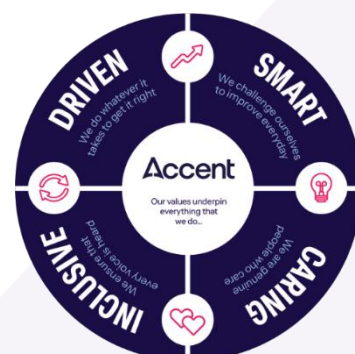
Like us, you are committed to exceptional customer service, and working hard to ensure our customers feel valued, heard, and supported. We deliver affordable homes and build better futures by actively listening to the needs and aspirations of our customers. We work to create communities where people feel safe, secure, and empowered. By fostering open communication, offering tailored services, and continually striving for excellence, we all aim to build lasting relationships that go beyond housing – enhancing lives and contributing to thriving, vibrant communities where everyone can feel good to be home.

As the Assistant Director of Asset Strategy, you will play a crucial role in ensuring that our asset management strategies align with regulatory requirements, deliver excellent customer service, and uphold the highest standards of buildings safety and sustainability. You will be responsible for ensuring that our housing stock meets and exceeds all statutory standards, including Decent Homes standards, optimising asset performance to create safe and sustainable homes for our customers.

## Core Values Alignment

We live and breathe our values. We are Smart, Driven, Caring, and Inclusive. Our colleague and leader competency framework underpins this and helps provide focus and clarity around the behaviours and attributes that are expected at Accent. Our focus on value for money ensures that we continue to spend wisely, work productively and make the best use of our resources. This is all about how we do things: it's what we expect everyone to embrace and work towards in their roles.

In your role as Assistant Director of Asset Strategy, you will lead by example, fostering a culture of excellence, transparency, and collaboration. You will work closely with colleagues across the organisation to ensure that our asset management strategies are aligned with our values. By championing optimisation of our housing assets, you will demonstrate Accent's commitment to providing secure, sustainable homes. Your passion for high-performance leadership will ensure that Accent remains a leader in creating thriving, environmentally conscious communities.



## Key Responsibilities and Duties

- Provide strategic leadership for the Asset data within the wider Assets Team, ensuring that Accent meets its regulatory obligations, delivers quality homes, excellent customer and building safety services.
- Develop and lead Accent's sustainability strategy and the zero carbon agenda, focusing on achieving the government's targets for decarbonisation and regulatory requirements, reducing fuel poverty, and improving energy efficiency in our homes.
- Maintain a thorough and up to date knowledge of government environmental sustainability policies and how these influence our sustainability strategy / decarbonisation plans, developing your partnership network and stakeholder relationships and ensuring we maximise funding streams
- Responsible for the accurate collection, monitoring, and reporting of asset management data including stock condition surveys, decent homes, HHSRS, damp & mould & EPC C to enable performance reporting, informed decision-making and accurate financial forecasting.
- Lead on procurement and contract management to ensure high-quality service delivery, performance and value for money.
- Act as the advocate for the integrity of Accent's asset base within the senior leadership team.
- Oversee the development and delivery of our asset management strategies, including stock condition programmes, asset optimisation, and the creation of a dynamic 30-year planned programme to support financial planning and customer safety.
- Act as a key protagonist for the Asset Management Strategy by ensuring all safety obligations and best practices are met. This includes managing data integrity and ensuring safety protocols are always up to date and fully compliant with regulations.
- Develop and manage budgets effectively, ensuring the provision of adequate services. Monitor budget adherence and report any exceptions promptly to senior management.
- Act as the strategic lead for asset data integrity, ensuring robust validation processes across all asset software. You will oversee stock condition data collection and ensure that surveys are completed annually in line with operational plans.
- Implement KPIs and performance monitoring systems to track compliance and contractor performance. Establish early warning indicators to ensure that underperformance is detected early and corrected.

## Leadership Responsibility

As leaders at Accent, we are tasked with more than just achieving organisational goals; we are entrusted with the responsibility to create an environment where every colleague can thrive. To do so, we must embody the core competencies that define true leadership.

- Ensure we build a customer first culture within our teams and the wider organisation.
- Ensure we engage and are committed to the wider vision of the organisation and its goals always working collectively to achieve the best outcomes for our customers.
- Proactively and positively give feedback directly to colleagues and leaders when there may be an opportunity to improve behaviours. At Accent we want an open and transparent culture and must always act with integrity towards our peers and colleagues and not engage any disrespectful behaviours.
- Invest in personal development and development of our teams, fostering growth through continuous development, coaching, and challenging experiences.
- Inspire innovation by encouraging new ideas, diverse thinking, and a culture of continuous improvement.
- Drive forward making bold decisions, tackle difficult issues, and grow from setbacks.
- Building trust, collaborating openly, and valuing inclusion, creating safe spaces where every voice is heard and respected across the whole organisation.

- Align our actions with a clear vision and purpose, taking decisive action to achieve results while always keeping our commitments.
- Embody care, ensuring that compassion and accountability are at the heart of everything we do.
- Work to the Accent competencies, always achieving the highest standard of conduct and integrity.

## The must haves:

- CIH Level 5 or existing alternative qualification with CIH top-ups (or willing to work towards)
- Significant experience in strategic asset management.
- At least 5 years' management experience, with proven ability to lead teams in the delivery of asset management and repair strategies.
- Strong leadership and motivational skills, with experience of building high-performance teams.
- Deep understanding of asset performance.
- Proven ability to manage substantial budgets and optimise procurement processes to ensure value for money.
- Passion for sustainability and a commitment to driving decarbonisation strategies to achieve net-zero carbon emissions by 2050.
- Excellent negotiation, decision-making, and communication skills, with the ability to navigate complex situations and deliver solutions that benefit all stakeholders.
- Strong IT literacy, with experience using MS Office and asset management systems.
- As a member of SLT flexibility is required within the role, working outside of normal office hours, with some evening or weekend work as and when maybe required
- Full UK driving licence and access to a vehicle for business use.

## The added extras:

- Experience working with local authorities and energy hubs to advance sustainability initiatives.
- Knowledge of financial forecasting and performance management in the context of large housing portfolios.

This role has been identified as a "Relevant Person" under the Regulator of Social Housing's Competence and Conduct Standard. As a result, the postholder will be required to hold, or work towards and maintain, the appropriate housing qualification and demonstrate the skills, knowledge, experience and behaviours required for the role in line with Accent's Competence and Conduct Framework.

This role description highlights key responsibilities but is not exhaustive. Colleagues will agree on priorities with their Line Manager and are expected to work flexibly, supporting the team and working collaboratively across teams to deliver outstanding results for our customers. Working together as one team is our norm at Accent and reflects how we achieve success and meet the organisation's evolving needs.

We work flexibly and on an agile basis. We design our work around the customer with the focus being on ensuring we deliver the best possible service to our customers and to the best of our abilities. How and where you work will be agreed with your line manager to achieve the best outcome for both the organisation and for you, wherever possible.