

Job Title: Head of Building Safety

Role Purpose:

The purpose of the role is to provide operational leadership for the Building Safety Team within the Asset Compliance and Building Safety Team of Peabody, ensuring that the organisation meets its statutory requirements in relation to regulatory Building Safety Act as a minimum and keeps our residents safe.

Key Activity/Success Metrics:

- Oversee effective, safe management and oversight of 400+ high rise residential buildings.
- Working with the Head of H&S and policy to develop and execute a comprehensive Higher Risk Buildings Safety Management strategy aligned with industry best practice. This includes implementation of procedures, and guidelines to foster a culture of safety across throughout the organisation and provide compliance assurance against the Building Safety Act 2022.
- Leading thorough safety risk assessments for higher risk buildings, identifying potential hazards and safety risks.
- Analyse the impact and likelihood of identified risks to prioritise risk management efforts within the Building Safety team.
- Lead the building safety team to collate all existing information on all high-rise buildings, assess gaps in information and produce safety case reports. Support the AD Building Safety to Maintain accurate and organised records and documentation and assisting with developing the golden thread of information for the lifecycle of all high rise buildings.
- Lead the business to achieve successful applications for Building Assessment Certification from the Building Safety Regulator.
- Create and maintain information management system to facilitate safe management of high rise buildings facilitating reporting to compliance forum and building safety board
- Working with the Director of Data and AD of Building Safety to provide compliance reports on higher risk buildings to the Building Safety Board.
- Ensuring Building Safety Case Reports and risk assessments are regularly updated, reviewed, and submitted to the Building Safety Regulator within the period specified.
- Developing and implementing risk mitigation plans and controls to minimise safety risks during operation, and maintenance of our buildings.
- Working with external managing agents and freeholders to ensure compliance against relevant building & fire regulations where we are the Accountable Person.
- Ensuring compliance with building safety regulations (such as the Building Regulations 2010, Regulatory Reform (Fire Safety Order) 2005, Fire Safety Act 2021, Fire Safety Regulations 2022, relevant approved documents (particularly structural, fire, gas and electrical) and industry standards.
- Overseeing the Buildings Alterations and Permit to Work process on all higher risk buildings. Ensuring that designs and work comply with relevant guidance, regulations.
- Assisting with the delivery programme for structural and fire safety related surveys for higher risks buildings.
- Lead day to day management of high rise buildings through the building safety management role.
- Lead a team of building safety managers, including seniors and admin support.
- Working with the engagement team to develop and roll out Resident Engagement strategies in line with the Requirements of the Building Safety Act 2022
- Ensure that resident enquiries and complaints are addressed promptly, fairly, and with empathy. Monitor repeated complaints within Building Safety Stock and manage effectively when necessary.
- Liaison with external stakeholders including the local Brigades and managing the primary authority partnership relationship.
- Leading incident responses and investigations for building-related safety.
- Preparing comprehensive incident reports, root cause analysis and recommend corrective actions to prevent future occurrences.
- Staying updated on changes in regulations and advocate for their implementation.
- Creating and Maintaining safety training matrix for employees, contractors, and building occupants to enhance safety awareness and adherence to safety protocols.

Classification: Confidential

- Promoting a culture of safety and provide guidance on best practices for building safety.
- Drive continuous improvement in building safety risk management practices based on lessons learned and industry advancements.
- Champion safety innovations and best practices internally and externally.
- Lead and mentor the Building Safety team, ensuring high performance and professional development.
- Foster collaboration and cross-functional teamwork to achieve safety objectives.

About you:

- Substantial experience of leading and managing a Building Safety department, with excellent communication skills, that generate confidence and respect with a wide variety of audiences.
- Knowledge of statutory and regulatory requirements for building safety. Sound technical knowledge of building services and experience of fire safety systems.
- Excellent communication skills; proven record of preparing and delivering persuasive, high quality, written and verbal reports and presentations within the organisation up to Executive and committee level and externally.
- Proven track record of developing and leading on change management programmes through employee engagement, involvement and collaboration.
- Proven experience of leading on risk management. This will include effective networking, negotiation and influencing and stakeholder management skills
- Relevant professional qualification or educated to degree level

Leadership Responsibilities:

- As a member of the leadership team, support and enable delivery of the Group Strategy through strategic and operational contribution
- Demonstrate strong leadership skills to help build a diverse and inclusive organisations; ensuring that Equality, Diversity and Inclusion principles are fully embedded in the attraction, recruitment, development and retention of your teams and within the delivery of our services
- Be a confident role model and leader, ensuring you reflect the values of the organisation. Know what it takes to motivate your team and ensure they have the right tools to do the job.
- Empower your teams to develop and grow, leading with trust and showing appreciation.
- Build effective networks internally across the organisation and externally to support delivery of the group strategy and the new localities model.