

Job title: Head of Transactions & Partnerships
Line manager: Investment & Partnerships Director
Grade (if applicable): 1A
Direct reports: 2 x Senior Project Managers



Role purpose:

The Head of Transactions & Partnerships role sits with the Alternative Funding Team at Peabody and is responsible for leading Peabody's programme of complex property portfolio transactions including stock transfers, disposals of non-core assets, and partnership led arrangements.

The role is accountable for identifying and analysing opportunities within Peabody's property holdings for portfolio rationalisation and for optimising asset value through robust options appraisals, which may include portfolio transfers, partnership, reconfiguration or lease extension strategies.

The postholder will provide senior commercial leadership to maximise value, manage risk and unlock funding opportunities, while ensuring delivery within strong governance, regulatory and resident focused frameworks.

Key results:

- Lead the identification, appraisal and delivery of property disposals, stock transfers and partnership transactions from inception through to completion and handover.
- Develop and apply options appraisal methodologies to create strategies to improve portfolio performance/value - including lease extensions and alternative commercial strategies.
- Structure and lead complex commercial and legal negotiations, ensuring Peabody's interests are protected and value is maximised.
- Provide strategic oversight of programme delivery, budgets, risks and approvals in line with corporate governance and regulatory requirements.
- Lead resident and stakeholder engagement strategies for affected assets, ensuring clear communication and compliance.
- Build and maintain strong relationships with funders, purchasers, advisors and internal stakeholders.
- Lead on delivery of deals through to handover including managing data sharing and handover through the process.
- Lead, develop and motivate a high-performing team, embedding a culture of accountability, collaboration and continuous improvement.

Success metrics:

- Projects delivered to programme and budget, achieving optimal financial and strategic outcomes.
- Clear, evidence-based asset decisions supported by robust options appraisals.
- Strong governance, compliance and audit outcomes.
- Positive resident outcomes.
- Trusted relationships with internal leadership, Boards and external partners.
- A motivated, capable team with clear processes and continuous improvement and inclusive culture.

Version Date:		Signed off by:	
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About you:

You will be:

- Able to think strategically, be able to lead cross-functional teams, and have excellent commercial acumen.
- Committed to delivering an excellent customer experience – embodying and championing the Peabody values.
- Committed to the principles of equality, diversity and inclusion with a track record of creative positive and inclusive team environments.

You will have:

- Strong track record of portfolio optimisation, lifecycle planning, and option appraisal methodologies, managing portfolio disposals and commercial/legal negotiations.
- Ability to interpret and apply asset performance data, risk assessments, and option appraisals to inform strategic planning and delivery.
- Use asset performance data and option appraisal insights to identify underperforming or non-strategic assets, informing decisions on disposals, acquisitions, and reconfigurations.
- Experience of leading negotiations on contracts for acquisition or sale, leasehold extension and overseeing detailed due diligence. Proven track record of leading on and concluding complex negotiations that have led to positive outcomes.
- Proven track record of building and managing effective relationships with leaders, peers, colleagues, partners and external stakeholders. Effective, networking, negotiation and influencing and stakeholder management skills.
- Excellent written and verbal communication including attention to detail. Proven track record of preparing and delivering persuasive, high quality, written and verbal reports and presentations within the organisation up to Board level and externally.
- Proven experience of successfully leading, managing and coaching employees.

Qualifications/knowledge requirements:

- Possession of an appropriate professional (RICS or CIOB) qualification is desirable but not essential.
- Qualified to degree level or equivalent and have experience of a senior leadership role in either in the private or Registered Provider sector is desirable but not essential.

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