

Job title: Assistant Director Fire Remediation

Line manager: Director of Asset Investment and Fire Remediation

Grade: Leadership

Direct reports Fire remediation delivery teams

Role purpose:

As a senior leader within the Investment Directorate, you will hold responsibility for the successful delivery of Peabody's £450 million programme of external wall remediation and fire safety projects. Leading a team of approximately 45 professionals, you will ensure that all works are delivered safely, efficiently, and to the highest standards, enabling Peabody to fulfil its purpose of providing quality homes where residents and communities can flourish.

Key results:

- Adopt, develop and implement our strategy for the successful acceleration of a programme of external fire remediation works across approximately 200 buildings within our portfolio.
- Delivery of the programme to our strategic timescale commitments of completing remediation works for all buildings over 18 metres and having a set completion date for all buildings over 11m in height by December 2029.
- Implementation of the strategy in accordance with our long-term financial plan that optimises external grant funding and recovery from other parties involved in the original development.
- Lead the delivery of the remediation works via design and contract methods that ensure buildings within the scope of the programme are successfully remediated in accordance with regulatory requirements and prescribed qualitative standards whilst optimising efficiency with our supply chain partners and tailoring procurement strategies to the individual requirements of projects.
- Establish robust project management controls and processes and install a system of reporting that concisely and reliably illustrates the performance of the programme against strategic KPI's to board level representatives.
- Synchronisation of fire remediation works with other planned asset investment workstreams to minimise disruption to our residents and optimise the efficiency of Peabody's capital.
- Ensure remediation projects meet our policies, procedures, production standards and legislative requirements in regard to fire and building safety standards and the provision of a Golden Thread of project information.

Success metrics:

- Create and maintain a culture of high performance and continuous improvement by effectively managing, leading and inspiring your team's individual and collective contribution through coaching, upskilling, motivating, being accountable and holding others accountable through regular reviews and effective engagement.
- Lead multi-disciplinary project teams and drawing on expertise from within the business to achieve approved scheme KPIs.
- Achieve co-working between the delivery, investigation, finance, grant funding and legal workstreams you will be accountable for fostering teamwork with other internal stakeholders to ensure we achieve the maximum potential for our remediation proposals.
- Develop and maintain strong working relationships with key external stakeholders including central government, the Building Safety Regulator, local authorities, consultants and contractors to garner support in obtaining funding, achieving planning and gateway approvals through to successful project delivery.

- Protect Peabody through robust legal and technical due diligence ensuring a culture of 'Protect Peabody' is successfully embedded across the direct reports under your management.

About you:

- Demonstrable and thorough experience in successfully leading complex large, multi-stakeholder capital and remediation project(s) with a requirement of being accountable to an executive leadership team.
- Totally committed to delivering excellent customer experience and able to uphold and demonstrate our values both internally and externally at a senior level.
- Understands the importance of setting and tracking financial metrics to understand and benchmark financial performance.
- Proactive, with a track record of delivering added value through finding innovative solutions to complex situations.
- Confident, entrepreneurial and an inspirational leader, you will know what it takes to motivate your colleagues and team, ensuring they have the right tools to do the job and are delivery focussed
- Possess a high degree of desire to improve knowledge of the external environment by assessing emerging policy, legislation, trends and patterns within the sector.
- A strategic thinker who is able to see the bigger picture but also thrives at being hands-on.
- Able to work collaboratively with all parts of the business, knowing when to support and negotiating to ensure key requirements are met.
- Qualified to degree level or equivalent with a professional qualification such as MRICS, MCIOB, APM or equivalent highly desirable.
- Work with gravitas, courage, maturity and be calm under pressure, building credibility and respect with internal and external stakeholders. With strong interpersonal skills that enable you to give timely feedback in a frank, positive way.
- Committed to ensuring decisions about asset compliance are evidence based but also apply your experience, creative thinking and gaining input from internal and external stakeholders as appropriate to ensure decisions are rounded.
- Excellent written skills, including experience of preparing succinct, professional report writing to board level.
- Demonstrate a sound, commercial, business awareness in your advice and decision making.
- You will have comprehensive understanding of computer systems and be able to manipulate information into different presentation styles.
- You will have the ability to inspire colleagues in a positive way through support and encouragement while also tackling any performance issues early and decisively to avoid problems from developing further.

Version Date:

Signed off by: