

## Permanent and interim opportunities

Bulletin No. 61

28 November 2007

Permanent role



North London

Homes for Haringey

# Chief Executive

**£115k plus PRP to £5k plus final salary pension**

Homes for Haringey manages over 20,000 homes and employs 700 staff. Established just 18 months ago, we have already achieved a huge amount:

- The first ALMO in Round 6 to achieve 2 Stars with promising prospects, following Audit Commission inspection in May
- Our Decent Homes contractors and consultant partners have all been appointed and are already on site
- Our DLO has won the contract to do all response repairs and voids Boroughwide
- We have been awarded Investors in People status against the new standard

Haringey is one of the most diverse areas in the country, and we are committed to work with residents to deliver high quality services.

**We are seeking a new Chief Executive to lead our strong Executive Team to:**

- Continue to improve our service standards to achieve 3 Stars
- Deliver the Decent Homes programme
- Work with Haringey Council to develop and deliver its Housing Strategy
- Meet the challenges of Housing Revenue Account budget constraints

**Can you meet these challenges?**

We want to hear from you if you have:

- *A significant track record at senior level of achieving challenging goals*
- *Outstanding leadership and motivating skills*
- *A strong knowledge of housing or a related sector*
- *The ability to maintain positive relations with Board, Council and external partners*
- *The energy and vision to lead a diverse organisation in delivering 3 Star standards for a diverse community with full resident involvement*

For an informal discussion, please contact Clare Roberts on 0780 157 9964, [clare@campbelltickell.com](mailto:clare@campbelltickell.com). You can download the job pack from [www.campbelltickell.com](http://www.campbelltickell.com), or telephone 020 8830 6777 or e-mail [recruitment@campbelltickell.com](mailto:recruitment@campbelltickell.com).

Closing date for applications Friday 14 December Shortlisting interviews week commencing 7 January. Final interviews week commencing 14 January.

**Permanent  
role**



**North West  
London**

Network Housing Group

# **Group Director of Finance and Resources**

**Package in excess of £110k plus PRP**

Following a review of our management structures, Network Housing Group is recruiting a Group Director of Finance and Resources to lead our financial services, treasury, IT and business assurance teams. As a key member of the Group Management Team, you will play a central role in our organisational development and delivering our ambitious corporate plans.

We want to hear from you if you have:

- *A substantial track record of delivering innovative financial strategies and solutions*
- *An understanding and empathy with the social housing sector, or of financial management in a regulated non-profit sector*
- *Excellent leadership and motivational skills*
- *A demonstrable commitment to excellence in service delivery*
- *A recognised professional qualification.*

For an informal discussion, please contact Clare Roberts on 0780 157 9964, [clare@campbelltickell.com](mailto:clare@campbelltickell.com). You can download the job pack from [www.campbelltickell.com](http://www.campbelltickell.com), or telephone 020 8830 6777 or e-mail [recruitment@campbelltickell.com](mailto:recruitment@campbelltickell.com).

Closing date for applications: Wednesday 12 December. First interviews: Friday 11 January. Second interviews: Friday 18 January 2008.

## **Seeking interim or permanent work?**

Send us your CV and tell us what you're looking for: [info@campbelltickell.com](mailto:info@campbelltickell.com).  
Or call Clare, Greg or James on 020 8830 6777 for a confidential chat.

To find out more about us, visit our website: [www.campbelltickell.com](http://www.campbelltickell.com).

**Permanent role**

**London**



# **Regional Operations Director**

**Package £75k - £83.5k plus PRP to 15% of basic,  
Social Housing Pension Scheme plus benefits**

Dominion owns and manages 15,000 affordable homes across London and the South East. The Group is in advanced merger discussions with another RSL, which will result in a doubling of their combined housing stock at merger, planned for Autumn 2008.

Dominion is looking for an exceptional Regional Operations Director for the London region. Based in West London, you will be responsible for the overall control and performance of all housing and community development activities within the region. You will contribute to the strategic development of the organisation's housing services and business development and continue to build upon their excellent reputation for the delivery of high quality, customer orientated services to residents.

This is an exciting time to join the organisation and to participate in their success. We would like to hear from you if you can demonstrate:

- *Degree or equivalent and /or relevant professional qualification*
- *A substantial track record at a senior level delivering customer focused services*
- *A successful record of managing and leading large teams*
- *Strong strategic skills combined with a detailed knowledge of housing issues*
- *A commitment to good customer care and best value*
- *Experience of working with Boards and Committees*

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Closing date: Tuesday 4<sup>th</sup> December. First interviews: week commencing 10<sup>th</sup> December. Final interview: week commencing 17<sup>th</sup> December.

# **Empowering communities - setting the pace!**



*Poplar HARCA is a unique organisation. The UK's first urban local housing company, we have been recognised as a leader in community regeneration and neighbourhood renewal. And this year, we won the Housing Corporation Gold Award for Excellence in Empowering Communities. We own and manage 8,500 homes in Tower Hamlets, East London, and deliver a diverse and innovative regeneration and community programme.*

## **Director of Housing and Neighbourhood Services**

**£85k plus PRP bonus, final salary pension**

A key member of our Corporate Management Team, you will be responsible for ensuring our tenants receive excellent neighbourhood based housing management. This will be your chance to make a real difference, involving residents at all levels in developing and improving services, and contributing to our continuing success.

We want to hear from you if you have:

- Substantial senior experience managing inner city, estate based housing
- A successful track record in achieving high standards of performance
- The ability to manage change
- Success in managing and motivating a large staff team
- The ability to manage and deliver large and complex budgets
- A strong commitment to customer service

*For an informal discussion, please contact our consultant Clare Roberts of Campbell Tickell on 0780 157 9964 or e-mail [clare@campbelltickell.com](mailto:clare@campbelltickell.com). You can download the job pack from [www.campbelltickell.com](http://www.campbelltickell.com) or telephone 020 8830 6777 or e-mail [recruitment@campbelltickell.com](mailto:recruitment@campbelltickell.com).*

*Closing date Monday 10 December. First interviews week commencing 7 January 2008. Final interviews week commencing 14 January.*

**Permanent role**

**South East region**

# **Development Director**

***Substantial package available***

Ambitious and fast-developing Investment Partner operating in South East and East of England regions seeks an experienced senior Development professional with a strong track record of achievement in housing development and new business, preferably in the RSL sector.

**For details and to express interest, please contact Clare Roberts on 0780 157 9964, [clare@campbelltickell.com](mailto:clare@campbelltickell.com), or Holly Holder on 020 8830 6777, [Holly@campbelltickell.com](mailto:Holly@campbelltickell.com).**



## ***Developing 3\* ALMO seeks committee members***

Brent Housing Partnership is a three star ALMO in North West London. One of only eight ALMOs across the country to be awarded Housing Corporation development partner status, BHP is committed to partnership working, and to innovation approaches. The organisation is keen to develop new affordable housing in and around Brent.

BHP's recent successes include obtaining funding to deliver extensions to council owned dwellings and develop an innovative shared ownership scheme and funding to set up a company to increase the number of family sized homes. For more information, see [www.bhphousing.co.uk](http://www.bhphousing.co.uk)

The Board has delegated responsibility for overseeing the new development and other initiatives to the newly established Development Sub-Committee. People with strong experience of housing development in either the RSL or commercial sectors are needed to join the committee.

If you are interested, please send your CV to Holly Holder, [Holly@campbelltickell.com](mailto:Holly@campbelltickell.com). For more information, contact Greg Campbell on 020 8830 6777.

**Interim role**

**South Midlands/South West**

# **Head of Property Services**

**4-5 days/week**

**c.6 months**

**Day rate (negotiable) or PAYE c.£45-55k**

Medium sized housing association urgently requires an experienced and capable property services professional, with strong technical skills and good people management abilities, to play a key role in improving performance and helping prepare for inspection in 2008.

There may be the opportunity for the post to become permanent.

You will be responsible for:

- Leading and managing the association's repairs and maintenance team in providing our customers with consistent high quality services
- Managing all reactive, void, cyclical and planned maintenance works
- Drawing up work programmes, procuring and managing works and contracts
- Providing strategic technical expertise on construction and building maintenance

You will be able to demonstrate:

- *Familiarity with common forms of contract, and good experience of partnering*
- *Knowledge of IT systems for managing repairs or property condition*
- *Ability to identify and remedy building defects and advise on disrepair*
- *Ability to draw up specifications for planned maintenance/component replacement programme.*
- *Good negotiation and communication skills and the ability to present views coherently, both verbally and in writing.*
- *The ability to prioritise and work under pressure and demonstrate proper and effective time management.*
- *The ability to manage and mentor staff*
- *Chartered Institute of Building or RICS Building Surveying, or equivalent.*

**For details and to express interest, please contact Clare Roberts on 0780 157 9964, [clare@campbelltickell.com](mailto:clare@campbelltickell.com), or Sumaia Migou on 020 8830 6777, [Sumaia@campbelltickell.com](mailto:Sumaia@campbelltickell.com).**

***Interim role***

***Cambridgeshire***

# **Assistant Director - Neighbourhoods**

***3-4 days/week***

***3+ months***

***Day rate (negotiable)***

Recently established stock transfer housing association seeks an able and experienced housing management professional, to cover a vacancy during recruitment to the substantive post. You will have a wide range of experience and resilience in managing staff going through change.

You will be responsible for delivering effective estate management and customer services, including repairs and maintenance, tenancy management and ASB. You will be responsible for setting objectives and targets for your team in line with the business plan and annual strategic plan, and maximise performance to achieve these. You will also serve as a member of the Senior Management Team, making a major contribution to all operational and neighbourhood management activities across the association, and you will have responsibility for office management and office support services.

You will work on developing the association's financial inclusion strategy, and on implementing a democratic resident structure to embed the needs and aspirations of customers within delivery of existing and new services.

You will have strong experience and knowledge of :

- *Best practice in housing management*
- *Housing legal practices*
- *Health and Safety legislation*
- *Financial procedures*
- *Managing operations, resources, people and information*
- *Legislation relating to income recovery and possession proceedings*
- *Best practice in income recovery*
- *IT skills*
- *Staff management*

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*Interim role*

*South West region*

# Customer Services Director

**4-5 days/week from March 2008**

**c.12 months**

**Day rate (negotiable)**

Medium sized inner city housing association requires an experienced and wide-ranging senior manager to take responsibility for:

- Strategic leadership of the Customer Services Department, planning and implementing the effective procurement, management and delivery of high quality, cost effective and customer focused housing and asset management services.
- Developing a performance related culture, ensuring highest standards of customer service and care, and enabling customers to become involved in management
- Ensuring effective liaison with and monitoring of supported housing projects and management agencies, and promoting sustainable growth in this area
- As a member of SMT, contributing to the overall management and strategic direction of the organisation, and assisting in developing and delivering the Business Plan.

You will be able to demonstrate:

- Significant housing management or maintenance/asset management experience
- Leadership and motivational qualities
- Understanding of the financial and corporate issues facing the association and ability to advise Board and management with informed and objective advice
- Able to work effectively with Senior Management Team, Board and residents
- Excellent presentation and negotiating skills
- Thorough knowledge of relevant housing legislation and best practice
- Knowledge and understanding of maintenance planning and programming
- Knowledge and understanding of housing management and tenant participation
- Knowledge and understanding of supported housing
- Commitment to working in and improving areas of inner city deprivation and understanding of the concept of neighbourhood renewal

**For details and to express interest, please contact Sue Goodrich on 07980 822 515, [suegoodrich@campbelltickell.com](mailto:suegoodrich@campbelltickell.com), or Holly Holder on 020 8830 6777, [Holly@campbelltickell.com](mailto:Holly@campbelltickell.com).**

**Permanent  
role**



**West London  
area or  
Yorkshire**

# **Group Head of Asset Management**

***Package £60k - £65k including car allowance,  
plus stakeholder pension scheme***

*As a leading provider of retirement housing, our aim is clear – to become the number one in our field by 2012. Achieving this won't be easy. We'll have to expand strategically on all fronts, develop into new areas and, perhaps most importantly, further strengthen our nationwide, £450m property portfolio. A robust, proactive asset management strategy is therefore crucial if we are to succeed. We have recently outsourced delivery of our asset management function to Drivers Jonas.*

We see this as a key role and one where you will make a significant impact across the organisation. You will report to the Group Property Director as part of the senior property team and will be responsible for managing the Drivers Jonas contract.

Following a recent portfolio inspection programme, your key responsibility will be devising, developing and implementing an asset management strategy taking into account the overall Group objectives. You will work closely with other colleagues in operations, facilities management, development and finance.

You must be a qualified professional with wide ranging experience of property and estate management. Commercially minded and entrepreneurial, and with a good grasp of strategy, you'll also have excellent communication skills and project management experience. You will have a clear commitment to continuous improvement and to ensuring that our customers receive an excellent service.

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*Established in 1963, Hanover is a leading national provider of retirement housing and associated services. The Group manages around 18,000 properties, including over 12,000 of its own for rent and 5,500 for owner occupiers and other landlords.*

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*For further information, please call Clare Roberts on 0780 157 9964, [clare@campbelltickell.com](mailto:clare@campbelltickell.com). If you would like to apply, please send your CV and a covering letter to Holly at [Holly@campbelltickell.com](mailto:Holly@campbelltickell.com). **Deadline for applications Monday 3 December.***

**Permanent role**

**West London**

# **Assistant Director Property Services**

**c.£65-68k**

Major transfer organisation seeks an experienced property services professional, to take charge of its property services department. Reporting to the Housing Services Director, you will be a member of the Senior Management Team.

You will be responsible for:

- Developing and integrating day to day property services - repairs, grounds maintenance, caretaking - to provide excellent, efficient, flexible and reliable services offering good value for money
- Developing and supporting the strategic partnering arrangement with our main contractor
- Providing leadership to the property services team

You will have:

- Demonstrable experience of delivering flexible, responsive, efficient and effective customer services, ideally in a housing environment
- A track record of achievement at a senior level
- Experience of successfully managing change
- Experience of working directly and effectively with staff and customers
- Ability to lead and motivate employees, building teams to deliver customer service excellence and value for money
- Business acumen and commercial awareness.
- Excellent communication and interpersonal skills
- Commitment to equalities and diversity

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For further information, please call Clare Roberts on 0780 157 9964, [clare@campbelltickell.com](mailto:clare@campbelltickell.com), or Sumaia Migou on 020 8830 6777, [sumaia@campbelltickell.com](mailto:sumaia@campbelltickell.com).

## **Seeking interim or permanent work?**

Send us your CV and tell us what you're looking for: [info@campbelltickell.com](mailto:info@campbelltickell.com).  
Or call Clare, Greg or James on 020 8830 6777 for a confidential chat.

To find out more about us, visit our website: [www.campbelltickell.com](http://www.campbelltickell.com).

**Permanent role**

**Central London**

# **Group Financial Analyst**

**c.£65k**

**(more may be available for the right candidate)**

Major developing housing group operating across London and the South East requires a skilled and experienced financial analyst to advise on important new projects and developments.

Working within the Corporate Planning Team, you will effectively act as a consultant to directors and senior managers across the Group. You will provide highly analytical and robust forecasting, evaluate investment opportunities and input into strategic planning. You will regularly offer advice and solutions to help inform and drive forward the successful completion of new short and long term projects, including potential acquisitions and investment opportunities.

A key aspect of your role will be designing and building complex financial models, evaluating complex projects, modelling strategic options and scenario analysis including reviewing Group restructuring and acquisition opportunities and the associated risks.

The ability to assimilate complex business issues, write clear and succinct reports and multi-task effectively are essential as are commercial acumen and excellent communication skills. You will be confident and decisive, a fully qualified accountant who is able to work effectively with external professional advisors.

***If this sounds like the opportunity you have been looking for,  
then we would like to hear from you!***

For further information, please call Clare Roberts on 0780 157 9964, [clare@campbelltickell.com](mailto:clare@campbelltickell.com), or Holly Holder on 020 8830 6777, [holly@campbelltickell.com](mailto:holly@campbelltickell.com).

***Interim or  
permanent role***



***East London***

# ***Development and Regeneration Accountant***

**PAYE c.£50-55k plus benefits  
or may consider day rate**

This is a key post, providing a financial service to the organisation's Development & Regeneration department, reporting and monitoring all development and regeneration activity.

Key activities include advising on/developing:

- Project appraisals
- Development acquisitions, capital works, oncosts and grant income
- Housing Corporation cash planning targets and Social Housing Grant
- Business Planning and five year programme
- Budgets and development staff budget
- Taxation
- Accounting rules and standards

You will be a qualified accountant or part qualified with experience. You will have:

- Strong experience of databases and accountancy packages
- Excellent technical skills on spreadsheets
- Problem-solving
- Demonstrable experience of producing management accounts and reports
- Strong understanding of investment appraisal techniques
- Experience of training or coaching other staff
- Knowledge of development processes

***For further information, please call Clare Roberts on 0780 157 9964, [clare@campbelltickell.com](mailto:clare@campbelltickell.com). Application is by letter and CV.***



**John Grooms**  
Housing Association

## ***Chair and Trustees***

John Grooms HA is a Christian charity providing wheelchair accessible housing. Our aim is to enable disabled people and their families to live more independent lives. We are passionate about providing accessible housing and delivering excellent tenant services.

JGHA has entered into an exciting new partnership with the recently merged Grooms-Shaftesbury charity to provide better services for people and communities affected by disability and disadvantage.

We are looking for a new Chair and for two new Board Trustees. We particularly need people with experience of asset management, housing and supported housing, as well as governance, fundraising and business skills and an interest in or personal experience of disability.

JGHA is a Christian organisation. Trustees and senior staff are required to be practising Christians (*a Genuine Occupational Requirement under the Employment Equality (Religion and Belief) 2003*).

For an informal chat, further information and a recruitment pack, speak to Sue Goodrich, Vice Chair of JGHA 07980 822515 or Tim Fallon, Chief Executive of JGHA 07912 596777.

Closing date for applications: Friday 7 December 2007.

Interviews for Chair: Wednesday 12 and Friday 14 December. Potential second interviews: Wednesday 19 December.

Interviews for Trustees will be organised in January 2008.

For more information, please visit [www.johngrooms.org.uk](http://www.johngrooms.org.uk).