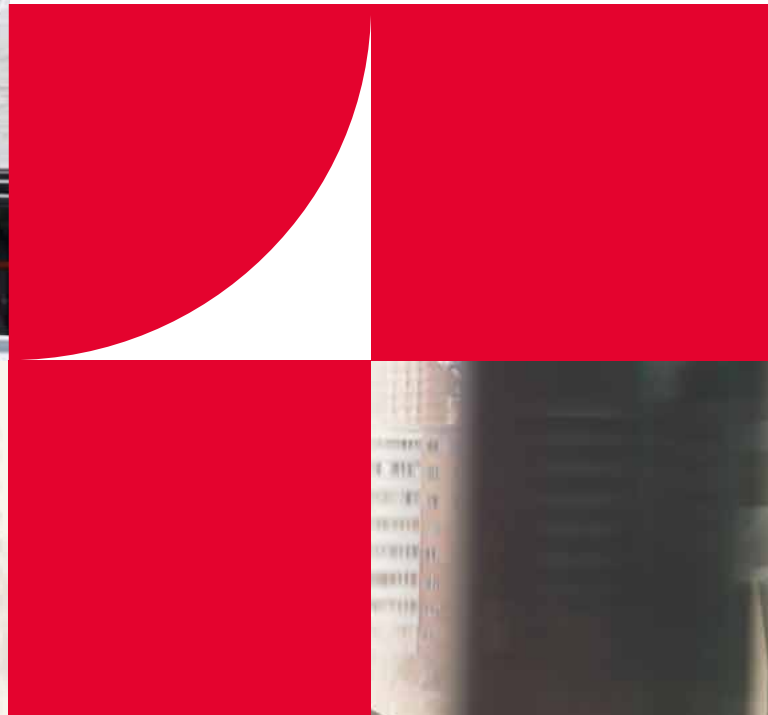


# Regional Director CPC Recruitment

November 2023





Your application	04
Welcome to LHC Procurement Group	06
About LHC Procurement Group	08
Role Profile	10

# Contents

Person Specification	13
Structure chart	14
Key terms and conditions	16
Key dates and the selection process	16
The media advertisement	15



## Your application

**Thank you very much for your interest in this Regional Director, CPC for LHC Procurement Group. On the following pages, you will find details of the role and the selection process to assist you in completing and tailoring your application.**

You will no doubt do your own due diligence but do read this pack carefully as it will provide you with a good overview of the organisation and role. After you have done that, please feel free to get in touch with me, so that we can talk through your offer and get a sense of how that aligns to what LHC Procurement Group is seeking.

To apply, we will need the following from you:

- A CV. Make sure this confirms your current/most recent roles (you can sum up earlier roles, say before the last 10 years), tell us about your achievements so we get a picture of your skills and experience, and try to keep it to two pages or three at most;
- A personal statement. We want to hear about your motivation, why this role/ organisation, and you will also want to evidence how relevant your offer is to the role specification; again, ideally in two to three pages; and

- The declaration form, which is accessible via the role page on our website and includes space to indicate if you cannot attend any of the interview dates.
- Please submit your completed application documents using the online form, which is accessible via our jobs page: [www.campbelltickell.com/jobs](http://www.campbelltickell.com/jobs). You will receive an email confirmation and see an onscreen confirmation message after submitting your application, but if you have any issues, you can call 020 3434 0990.

The role closes at 9am, Wednesday 6th December. Please ensure we receive your application in good time.

Do call me if you wish to have an informal discussion about the role and organisation, or if you have any other questions to help you decide whether to apply.

Kind regards

**Melissa Coope**

Recruitment Consultant  
07508 997 839



**Through the work we do we're making an impact on people's lives. Giving them homes, creating jobs, growing skills, supporting businesses, leaving a legacy. Construction isn't just about bricks and mortar.**





# Welcome to LHC Procurement Group

**LHC Procurement Group is a solution-delivering procurement community that is building Britain's next generation of better quality, value-for-money and affordable social housing. From our beginnings as a procurement framework solution to help London boroughs access better construction solutions, we have grown to be the largest procurement framework solution provider across the country. We offer a simple core service: we bring public sector buyers and suppliers together to build, refurbish, and maintain social housing and public property more efficiently. We offer cultivated frameworks and Dynamic Purchasing Systems (DPSs) that are free to use to local authorities, social landlords, and other public bodies.**

We have been through a period of change, registering as a not-for-profit in 2023 to further cement our values in delivering to all our client base. We truly understand the challenges of delivering development and effective asset management in this sector. We offer bespoke solutions across England, Scotland, and Wales through brands that understand the nuances of each region. We have elected a Board of Directors that brings regional representation as well as expertise to our understanding of the concerns of each of the regions we support.

At the heart of who we are is our culture. We support our team to grow and make their mark on how we work, which has opened up this exciting opportunity for a Regional Director for our brand servicing North and Central England, Construction Procurement Construction (CPC). CPC is our youngest brand, established roughly four years ago, in a short time, we have delivered great results, which is a great foundation for the future expansion of the

business unit. However, this is also our brand with the greatest growth potential, and we are seeking a director who has vision and energy to drive the business and increase our social impact.

We are seeking a unique individual for this role. Our Regional Director will have an entrepreneurial mindset; you will see potential in every engagement you embark on. You will know the sector intimately, and know the pressures, challenges, and opportunities in getting development, retrofit, asset management right. You will be currently operating at a senior level and have in-depth experience and understanding in developing relationships and creating influence at the top decision-making levels of organisations. You might not come from a procurement or sales background. What we are seeking is knowledge and passion for delivering positive social outcomes through a collaborative approach with the ability to bring decision-makers along with you on a positive journey.

This is not a typical role, and we do not have a typical candidate profile in mind. We welcome bold applications; if you are seeking to do something different, have a strong interest in having a positive impact on local communities and a desire to showcase your skills as a leader, networker and collaborator, we want to hear from you.

Thank you for your interest in joining LHC Procurement Group as Regional Director for CPC, I look forward to your application.

Sincerely,

*Clive Feeney*

**Clive Feeney,  
Group Managing Director**

# About LHC Procurement Group

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LHC was established by London Boroughs in 1966 and now has offices and field-based staff throughout England, Wales, and Scotland that are serviced by five regional arms. More than 700 public organisations have used our frameworks. Our clients and suppliers trust in our knowledge and expertise, technical expertise, commitment to better homes and buildings, and fast and efficient procurement which delivers financial gains.

## **Our Mission**

Improving lives and places through quality procurement solutions

## **Our Vision**

We improve lives and places through: The impact of our products and services

And the social value generated through our community benefit funding and activities

## **Our Values**

How we operate at LHC is shaped by our values

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## **Operate Ethically**

We strive to be ethical in the way we work with our internal colleagues and external stakeholders. This means we strive to demonstrate fair and acceptable behaviour and a strong work ethic.

## **Model of Integrity**

Through honesty, transparency, and commitment to our promises, we want to be a model of integrity to all our stakeholders.

## **Drive Sustainability**

We want to be a model of sustainable business through our own commitment to a more sustainable world, and our influence in the market towards carbon neutrality, equality, diversity and inclusion, and energy efficiency.

## **Demonstrate Excellence**

We aim to demonstrate excellence both in the unmistakable quality of our products and the professionalism of our staff.

## **Value Innovation**

We strive to innovate and embrace new technologies to continually improve our products and services.



## Knowledge sharing across our network

We made the strategic decision in 2014 to alter our organisational structure. The localisation agenda of the UK, Scottish and Welsh governments required us to have a greater understanding of our clients' local aims and needs and this in turn emphasised the importance of having full knowledge of local suppliers.

The approach we've taken allows LHC Procurement Group – our core brand – to reinforce its position as a centre of technical and procurement excellence. We invest in technical, regulatory and service expertise and use our knowledge to develop the products our clients across Great Britain need.

Our five local hubs actively contribute to our insights, as knowledge sharing between LHC Procurement Group and the local hubs is constant, in both directions. This process is fundamental to our organisation successfully serving local projects and agendas.



# Job Description

**Job title:** Regional Director

**Reporting to:** LHCPG Chief Operating Officer

**Ultimately responsible to:** Group Managing Director

**Responsible for:** All staff employed within the region.

## Principal Aims Of Lhc Procurement Group

- LHC Procurement Group (LHCPG) provides specialist technical and procurement products and services that help contracting authorities (LHCPG Clients) and building contractors and suppliers (LHCPG Appointed Companies) to deliver publicly funded building projects on time and on budget, and in doing so deliver better buildings and homes that enhance local communities
- LHCPG engages with LHCPG Clients and Appointed Companies through five Regional Business Units (RBUs), supported by a Group Procurement Team which develops and markets the LHCPG range of products and services
- A Group Services Team provides the platform of financial, IT & Change, HR and legal services for the whole LHCPG Group

## Main purpose of the role

- To lead and manage the Regional Business Unit to achieve its objectives in line with the vision, mission and values of the LHC Group
- To play a fundamental and strategic role in shaping the further development of the Regional Business Unit (including the shaping of a formal association of clients and other stakeholders into an 'Alliance' including the setting up / management of a regional committee)

- To work with the Group Management Team to ensure the LHC group strategy is delivered at both regional and national level
- Role model the behaviours of the regional team in line with those of the LHC Group
- Create and effectively communicate a vision and direction for the Regional Business Unit to support the mission, vision and values of LHC
- Motivate and inspire the regional team to perform individually and collectively to required levels of excellence RD
- Coach and develop others to reach and contribute their full potential taking ownership and responsibility
- Lead change activity, creating a culture where change and continuous improvement and adaptability are the norm
- Act as an advocate of the Regional Business Unit to increase the organisation's influence with all current and potential stakeholders Management
- Effectively manage the performance of regional staff and resources balancing the requirements at an individual and Group level with the overall interests of the LHC Group.
- Effectively manage operational and finance reporting requirements of the Regional Business Unit
- Visibly manage personal development and that of others through the identification of talent and effective succession planning






### Specific Responsibilities Of The Role

- Formulate and implement regional business plans to support regional and LHC group objectives
- Develop a network of clients, suppliers, industry and government contacts to increase the Regional Business Unit's influence throughout the region
- Monitor the business, political, legislative and social environment and adapt regional plans accordingly
- Explore strategic alliances to strengthen LHC's position and influence in the region
- Enthuse internal colleagues to support the Regional Business Unit through clear communication of regional operations and service requirements
- Optimise staff performance through implementation and monitoring of the LHC Health and Happiness policy and Personal and Development Appraisal system
- Promote the achievement of excellence throughout the Regional Business Unit and the LHC group through compliance with the LHC Business Plan
- Lead and participate in LHC Cross Functional Teams to support operational improvements across the organisation



**We work with  
a wide variety  
of contracting  
authorities across  
Great Britain**





**Many of the residents grew up and worked in the area and are enjoying uploading pictures from their past and filling in the blanks where history has been missed.**

# Person Specification

## Experience

- Extensive network of senior contacts within the construction, housing, procurement or public sector/social landlord communities within the region (ESSENTIAL)
- Deep knowledge of the public sector/social landlord environment within the region- Awareness of public sector procurement practices (DESIRABLE)
- Understanding of the needs and aspirations of the private sector (ESSENTIAL)
- Proven experience of strategic assessment of business opportunity and risk (ESSENTIAL)
- Demonstrable success in leading teams to achieve excellent levels of performance (ESSENTIAL)
- Experience of participating in executive committees to improve organisational performance - (DESIRABLE)

## Qualifications & Training

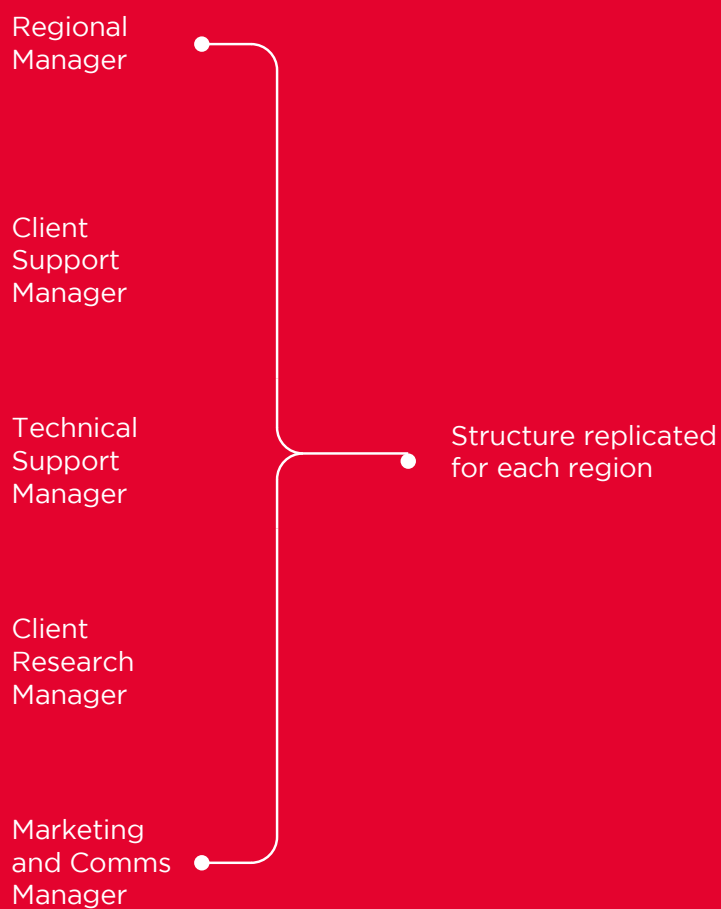
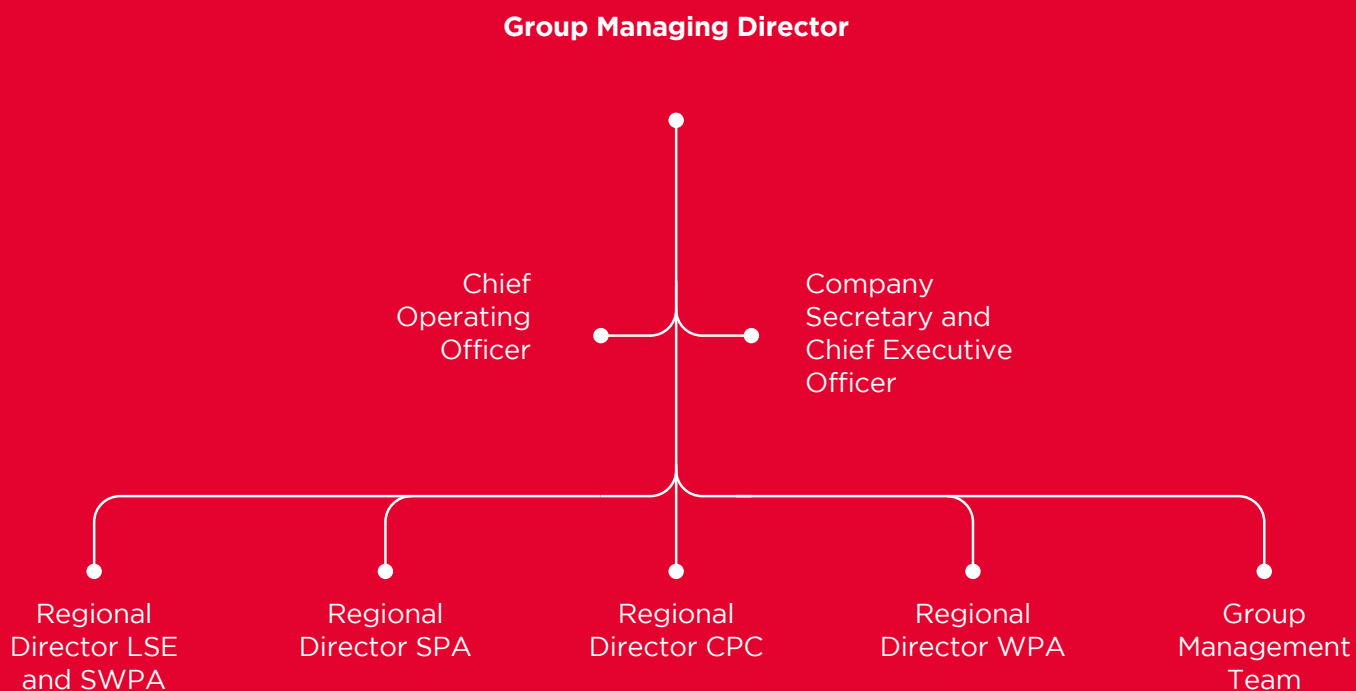
- Educated to degree level or equivalent experience (ESSENTIAL)
- Professional membership of construction, housing, procurement or business association (DESIRABLE)

## Aptitudes & Abilities

- Excellent networker at senior level
- Strategic thinker
- Strong powers of persuasion and influence
- Effective manager of resources including people
- Quick learner and ability to adapt to changing circumstances
- Problem solver and decision-maker
- Ability to work on own initiative
- Numerate and commercially astute
- Positive and supportive attitude
- Open, honest and approachable
- Good personal appearance and demeanour
- Leads by example

## Contacts- External & Internal

- Senior representatives of industry bodies and government departments
- Officers and elected members of local authorities, registered providers of housing and other public sector bodies
- Senior managers of LHC's appointed companies
- Consultants and advisers (as required) Internally
- All LHC Group staff and LHC Board as require







## Key Terms and Conditions

### Salary and package:

Salary £67,000 - £80,000

Car Allowance £6,718 per annum

Local Government Pension Scheme  
(defined benefit)

### Other Benefits

- Cycle to work scheme
- Employee discounts
- Personal training and development plan
- Holiday entitlement:
- 34 days holiday per annum plus Bank Holidays

### Working Hours:

Normal hours of work are 36 hours per week based around the usual business working week. However, due to the seniority of this post there is a requirement for flexibility in meeting the full responsibilities of the post.

### Location:

#### Main regional office:

Leeds Offices currently located Pure Offices  
Turnberry Park Road, Morley, Leeds, LS27 7LE.

Contractually home-based, however, the Regional Director will be required to regularly travel to meet the needs of the business and spend time with key stakeholders both internally and externally, as well as occasionally working from the main regional office. Travel across the North and Central England area to visit Clients and Customers as well as attending networking events, exhibitions and connections in relation to strategic business development are a core responsibility of the role.

As a member of the senior team, the Regional Director will be also spending time at our Uxbridge, London office, which is where our central functions, technical, and Procurement teams are based. Group meetings are regularly held in the Uxbridge office.

The Regional Director will also regularly meet colleagues from our Regional Business Units are located GB wide; Scottish Procurement Alliance based in Livingston, Welsh Procurement Alliance based in Ystrad Mynach, South Wales, and our Southwest Procurement Alliance office based in Exeter.

## Key dates and the selection process

### Closing date:

Wednesday 6th December 2023 (9am)

Successful candidates will be informed by Friday 8th December 2023.

### First Interviews:

Thursday 14th December

Longlisted candidates will be interviewed by a Campbell Tickell panel, Melissa Coope and Jim Green.

There will also be an opportunity to meet virtually with Jennifer Castle, Chief Operating Officer.

Interviews will be held virtually via MS Teams

### Testing & Stakeholder Sessions:

From Friday 15th December 2023

Shortlisted candidates will be asked to complete an on-line psychometric test to explore leadership style.

### Final Interviews:

Final Interview date – 10th January 2024

The final interview will include a 10-minute presentation on a strategic topic that will be provided to all shortlisted candidates, and will be followed by a formal interview.

The interview panel will include Clive Feeney- Managing Director, Jennifer Castle – Chief Operating Officer, Sinead O'Donovan – HR Manager

Interviews will be held at 4th Floor, Vine Street, Uxbridge, London, UB8 1QE.

If you have any issues with the dates, please do speak to Campbell Tickell in advance of submitting your application.



## Regional Director

Salary £67,000 - £80,000 with exceptional benefits package

Hybrid working - Leeds, North West or North East of England, regional travel



Consortium Procurement Construction (CPC) is the regional business unit of LHC Procurement Group, with a mission to be the recognised centre of excellence for construction, asset management, and retrofitting procurement in the social housing sector across the North and Midlands.

Part of LHC Procurement Group, CPC draws on the collective expertise and negotiating power of the wider group but provides bespoke insight and solutions to its regional clients.

Internal promotion has opened up an exciting opportunity for a Regional Director to grow CPC's regional presence and offering, as well shaping LHC's long-term strategy as part of the organisation's leadership team.

This is a unique role that will draw on your natural ability to open doors at executive level and understand the drivers and pressures on social housing providers in developing new homes and maintaining and retrofitting existing homes. You are naturally entrepreneurial and have a flair for developing strategy and interpreting it into action, both for CPC as well as client organisations. You may come from a senior development, asset management, or other social housing leadership role where you can see the

benefit of delivering value for money solutions across the sector.

CPC is excited to hear from candidates from a range of experiences - this is a leadership role for which applications will not be defined by current job title. We seek to hear from all curious candidates who would like to help the region build better.

If you are interested in having a discussion about joining LHC Procurement Group as our CPC Regional Director please reach out to our recruitment partner, Campbell Tickell. Melissa Coope will be happy to have a confidential conversation about this opportunity: [melissa.coope@campbelltickell.com](mailto:melissa.coope@campbelltickell.com) or 07508 997 839. A full recruitment pack can be downloaded at: [campbelltickell.com](http://campbelltickell.com).

**Role closes at 9am Wednesday 6th December.**



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# CAMPBELL TICKELL

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