

REGULATOR OF SOCIAL HOUSING ROLE PROFILE

Role	Head of Policy Strategy and Impact	Directorate	Strategy
Reports To	Assistant Director Policy, Strategy and Impact	Section	Policy, Strategy and Impact
Post Reference		Grade	19

Purpose of the Role

The Head of Policy, Strategy and Impact role is responsible for ensuring the regulator's strategy, policy and framework support the Regulator's ability to achieve its desired outcomes. It does this by identifying trends, issues and policy questions affecting the RSH and the sector; assessing key risks to the achievement of the Regulator's statutory objectives and scoping, designing and implementing appropriate high quality responses.

In particular, the role(s) oversees the delivery of a programme of work that facilitates the development and delivery of statutory and policy objectives for social housing regulation, develops and maintains the regulator's strategic direction, and ensures that the Regulatory Framework and activity is fit for purpose.

The role(s) contributes to the regulator's assurance processes, assessing the potential impact of risks on achievement of the Regulator's objectives, and assessing how effective the Regulator's activity is in meeting its fundamental objectives.

The role is a leadership position which is responsible for ensuring that the Regulator's assurance requirements are delivered effectively. This in turn supports the Social Housing Regulator to discharge its duties in ensuring that social housing continues to be available to current and future tenants that the supply of new homes and wider public benefits are delivered in a way that represents a fair deal for taxpayers and that social housing tenants get a fair deal.

Main Duties and Key Accountabilities of the jobholder

Key Accountabilities:

1. Drive the development of the regulator's programme of policy development work to ensure that the regulator's policy and regulatory framework and approach is up to date, delivers its strategic objectives and is compliant with the regulator's objectives
2. Develop and maintain productive relationships with key stakeholders including DLUHC in order to support understanding of the regulator and the Regulatory Framework and identify opportunities to improve its effectiveness.
3. Contribute to assessing the effectiveness of the Regulator's activity and the potential impact of risks on achievement of the Regulator's objectives
4. Act as an effective link between the Regulatory Framework and the design of operational processes and systems.
5. Act as a source of expertise as appropriate providing advice and guidance to regulatory staff on a range of complex issues
6. Manage relationships with other Directorates to enable implementation of the approach to regulation.

Main Duties:

Main Duties and Key Accountabilities of the jobholder

1. Provide detailed policy advice to Board, Regulation Executive and the Senior Leadership Team on policy issues that could/will have an impact on the delivery of statutory objectives
2. Develop and maintain the Regulatory Framework, identifying and overseeing the delivery of projects and programmes that facilitate it remaining fit for purpose in delivering the regulator's statutory objectives
3. Ensure that the Regulatory Framework is integrated with wider government policy development relating to social housing regulation and that any requirements to modify the framework to take account of policy are identified and delivered.
4. Commission and oversee high quality analysis of risk exposures to support the development of appropriate regulatory responses to specific issues and assurance gaps.
5. Contribute to the development of the Regulator's vision and strategy, ensuring that it responds to long-term trends and developments in the sector and the potential risks they pose to delivering the strategy.
6. Contribute to maintaining understanding of long-term political, social and economic scenarios and their effect on the RSH.
7. Represent the organisation in public forums and with key stakeholder groups and technical advisors to registered providers. Represent RSH on internal and external projects and working groups as they relate to the delivery of social housing regulation.
8. Support the management and ongoing development of the Regulator.

Working Relationships and Contacts

External Relationships:

- Central Government, principally the Department for Levelling Up, Housing and Communities, and HM Treasury, providing a regulatory perspective to development of social housing policy, and developing an understanding of new policies' impact upon the sector.
- Registered Providers of Social Housing.

Internal Relationships:

- Regulation Executive Group and Board in relation to the provision of papers that relate to the Regulator's risk based approach, the financial and business appraisal frameworks and the development of robust engagement approaches with registered providers.
- Regulation Staff as a member of the Regulation Leadership team that sets standards and models exemplar behaviours for others to follow.

Role Requirements

Qualifications:

- Educated to degree level or with equivalent experience and with a track record of applied strategic thinking and policy formulation.

Knowledge, Skills & Experience:

- Demonstrable experience of leading teams to deliver policy formulation results, preferably in a regulatory context
- Awareness and understanding of the operating context, regulatory approaches, risks and key policy, market and macro-economic issues affecting the social housing sector in England
- An understanding and applied track record of the principles of risk management and business planning.

Role Requirements

- An understanding of registration, deregistration, governance, and constitutional policies and processes
- Able to understand and analyse legislation and legal documents with an appropriate level of knowledge of law
- Excellent people management skills, able to lead, manage and motivate team members; including geographically dispersed teams
- First class oral and written communication skills, able to communicate complex issues and analysis in a clear and persuasive manner to a range of audiences; experience of communicating at Board level or equivalent, including report writing and presentations.
- Able successfully to lead, develop and participate in multi-disciplinary teams, operating collectively and corporately across team boundaries in an environment of supportive challenge and frequent change
- Excellent influencing and relationship skills; able to develop and manage internal and external relationships with authority and credibility
- An understanding and commitment to the principles of modern regulation as represented by the co-regulatory approach

General Responsibilities

- To adhere to the RSH's Equality and Diversity and Equal opportunities policies in all activities and to actively promote equality of opportunity.
- To be responsible for your own health and safety and that of your colleagues and all others in the workplace, in accordance with RSH Health and Safety policies.
- To demonstrate RSH core values in all working relationships within the workplace
- To work in accordance with the RSH Data Protection Policies and adhere to the RSH Freedom of Information policies where appropriate.
- To undertake such other duties as may be reasonably expected