



**watmos**  
COMMUNITY HOMES

# Recruitment Information

**Executive Director of Asset  
Management & Regeneration**





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# Join Us

## From the Chief Executive

Thank you for your interest in joining Watmos Community Homes as Executive Director of Asset Management and Regeneration.

## Who We Are Looking For

We are seeking someone who has a genuine commitment to resident controlled, community-based housing and wishes to use their extensive expertise and experience to develop our unique organisation and build on its many achievements.

As you will appreciate, the Board and I regard this appointment as absolutely crucial to ensure the continuing success of the Group. We are looking for a person with first class knowledge, skills and abilities as well as values and attitudes which align with those we promote within our unique, resident-led and governed organisation.

## Our Values

Our values are important to us and through them we aim to provide residents with good housing and a real quality of life. Our corporate direction is decided through resident consultation. Residents are encouraged to participate in setting the aims, objectives and priorities of our organisation, driving Watmos in the direction that our residents are passionate about. Accordingly, we are searching for candidates who are values-driven with a strong focus on residents and excellence in service delivery.

## Join Us

In return, we believe we can offer one of the best jobs in our industry, one that is rewarding both personally and professionally. The successful candidate can look forward to excellent support from our Board and colleagues alike.

Tom Miskell  
**Interim Chief Executive**  
**Watmos Community Homes**





# Letter To Applicants

July/August 2026

Dear Applicant,

**Re: Executive Director of Asset Management and Regeneration**  
**Location: Walsall, West Midlands or Lambeth, London.**

Thank you for responding to our recent advertisement for the post of **Executive Director of Asset Management and Regeneration**.

To apply you should upload your CV and complete some basic details on our recruitment site, which can be reached by clicking [here](#)

Further information about Watmos can be found on our web site [www.watmos.org.uk](http://www.watmos.org.uk)

Before completing your online application, please read the job description and the person specification carefully. The selection panel will only shortlist applicants who have demonstrated on their CV that they meet the criteria on the person specification. Consider how all your education, training, skills and experience relate to your application.

Should you have any questions or have special requirements please e-mail [recruitment@watmos.org.uk](mailto:recruitment@watmos.org.uk) or contact Jen Medza, Human Resources Advisor on 01922 471910.

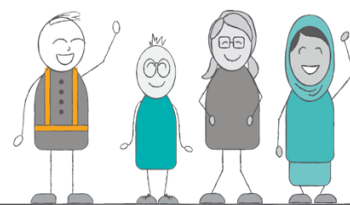
- The closing date for receipt of applications is **Sunday 16<sup>th</sup> August 2026**.
- Shortlisting and interviews will take place during **August or September 2026**.

Should you have any questions regarding the application process please do not hesitate to contact me. All the very best with your application.

Yours sincerely,

*M. Anderson*

Michael Anderson  
**Head of Human Resources**





# Advertisement



**watmos**  
COMMUNITY HOMES

Leading the way in resident empowerment Watmos' unique approach has put it at the forefront of transforming communities, providing great homes and exceeding expectations. We are seeking an outstanding and dedicated individual who shares our passion for improving people's lives.

## Executive Director of Asset Management and Regeneration

**£118,418 plus many benefits. Hybrid Working.**

**Location: Walsall, West Midlands or Lambeth, London.**

This is an exceptional opportunity to play a leading role in shaping the future of a resident-focused housing organisation with ambitious plans for investment, sustainability and growth. You will have the opportunity to influence corporate strategy, lead major programmes of change and make a tangible difference to the lives of the communities we serve. You will be responsible for shaping and delivering our long-term asset management, building safety, compliance, sustainability and regeneration strategies, ensuring our homes remain safe, sustainable and fit for the future.

Reporting directly to the Chief Executive, you will provide strategic leadership across a diverse property portfolio, oversee significant investment and regeneration programmes, and act as the executive lead for building safety and statutory compliance. You will work closely with the Board, residents, regulators and key partners to drive innovation, improve resident outcomes and deliver lasting value for our communities.

To be successful in this role, you will be an experienced senior leader with a strong track record in asset management, property, or regeneration. Strategic, commercially aware and resident-focused, you will have experience of leading large-scale investment and compliance programmes, building effective partnerships and delivering organisational change. An excellent communicator, you will bring the credibility, leadership and vision needed to drive innovation, ensure regulatory compliance and have an unwavering commitment to involvement of residents, personal integrity, professionalism and accountability.

We are genuinely proud of our diversity, our people, our homes and our achievements and you will support our ongoing evolution, inspire trust, encourage, nurture and facilitate people to perform and deliver in an ever-changing environment. In line with our ethos as an organisation we are committed to creating a diverse and inclusive organisation with a sense of belonging, where everyone knows their opinions matter and their talents can be fully utilised. We encourage applications from those of all backgrounds and strongly value having a workforce that includes people who have different life experiences.

**To complete an online application form and download a recruitment information pack:**

**Visit:** <https://watmos.current-vacancies.com/Careers/Watmos%20VSP-1722>

**e-mail:** [recruitment@watmos.org.uk](mailto:recruitment@watmos.org.uk)

**Write to:** Jen Medza, Human Resources Advisor  
Watmos Community Homes, 116-120 Lichfield Street,  
Walsall, West Midlands, WS1 1SZ

**Closing Date:** 16<sup>th</sup> August 2026







# Job Description

|                                   |                                                                                                                                                                                                                                                                                 |
|-----------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Job Title:</b>                 | Executive Director of Asset Management and Regeneration                                                                                                                                                                                                                         |
| <b>Department:</b>                | Executive                                                                                                                                                                                                                                                                       |
| <b>Responsible to:</b>            | Chief Executive                                                                                                                                                                                                                                                                 |
| <b>Responsible For:</b>           | Asset Management Team<br>Direct Reports: Head of Property (Investment and Sustainability), Head of Building Compliance and Resident Safety.                                                                                                                                     |
| <b>Portfolio Holder Of:</b>       | Property Compliance and Improvement, Development and Regeneration, Building Safety, Energy Efficiency.                                                                                                                                                                          |
| <b>Significant Relationships:</b> | Watmos Group Staff<br>Members, Residents and Leaseholders,<br>Regulator of Social Housing, Building Safety Regulator, Greater London Authority, Homes England, Local Authorities, Suppliers,<br>external organisations such as agents, contractors, vendors, valuation offices. |
| <b>Location:</b>                  | Walsall, West Midlands or Lambeth, London.<br>Hybrid working                                                                                                                                                                                                                    |
| <b>Special Conditions:</b>        | Occasional weekend and evening work.<br>Travel to London/Walsall.<br>Accountable person under the Building Safety Act.<br>Health and Safety Lead under the Social Housing (Regulation) Act.                                                                                     |

## Job Purpose

- As a member of the Executive Leadership Team, provide strategic leadership for Watmos' asset management, building safety, compliance, sustainability, investment and regeneration functions.
- Develop and deliver long-term asset and regeneration strategies that ensure residents live in safe, sustainable and well-maintained homes, while maximising the value and performance of the organisation's assets.
- Provide executive leadership and assurance to the Chief Executive, Board and Committees on building safety, compliance, sustainability, capital investment and development activities. Ensure Watmos fully complies with all statutory, regulatory and governance requirements whilst delivering excellent resident outcomes and value for money.
- The Executive Director will act as the organisation's strategic lead for property compliance and investment, ensuring that asset decisions support the Group's corporate objectives, business plan and long-term financial viability.





# Job Description

## Strategic Leadership and Governance

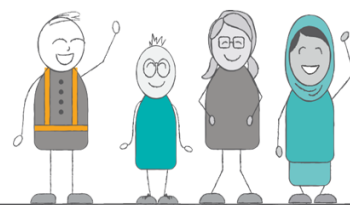
1. Provide strategic leadership and direction for Asset Management, Building Safety, Compliance, Sustainability and Regeneration services.
2. Contribute as a member of the Executive Leadership Team to the development and delivery of the Group's vision, corporate strategy and business plan.
3. Advise the Chief Executive, Board and Committees on all matters relating to property assets, investment, compliance, regeneration and development.
4. Lead the development and implementation of the Group's Asset Management Strategy, Asset Investment Programme and Regeneration Strategy.
5. Ensure robust governance frameworks, controls and assurance arrangements are in place across all areas of responsibility.
6. Develop and maintain effective risk management arrangements for asset-related risks and provide regular assurance reporting to the Board and Executive Team.
7. Build a culture of accountability, innovation, continuous improvement and resident focus across all service areas.

## Asset Management and Investment

1. Lead the development and delivery of long-term asset investment strategies that optimise asset performance and support sustainable communities.
2. Oversee the delivery of planned, cyclical and major works programmes across the Group's housing portfolio.
3. Ensure strategic asset reviews are undertaken to inform investment, disposal, remodelling and regeneration decisions.
4. Lead the development of asset appraisal methodologies to maximise social, financial and environmental value.
5. Ensure accurate stock condition and asset intelligence data is maintained and utilised to inform decision-making.
6. Drive innovation and digital transformation within asset management services.
7. Ensure all programmes deliver demonstrable value for money and improved resident outcomes.

## Building Safety and Compliance

1. Act as the Executive Lead for Building Safety and statutory property compliance.
2. Fulfil the responsibilities of the Accountable Person under the Building Safety Act and ensure compliance with all associated regulations.
3. Ensure robust arrangements are in place for managing compliance relating to Fire Safety, Gas Safety, Electrical Safety, Water Hygiene, Asbestos Management, Lift Safety, Building Structure and Fabric.
4. Provide assurance that all statutory compliance obligations are met and evidenced.
5. Develop and maintain effective relationships with the Regulator of Social Housing, Building Safety Regulator and other regulatory bodies.
6. Ensure the organisation maintains comprehensive compliance records and audit trails.
7. Lead investigations and corrective actions arising from compliance failures, audits or regulatory inspections.





# Job Description

## Sustainability and Energy Efficiency

1. Lead the development and delivery of the Group's Sustainability and Decarbonisation Strategy.
2. Ensure asset investment programmes support the achievement of energy efficiency and environmental objectives.
3. Maximise opportunities to secure external funding for retrofit and sustainability initiatives.
4. Promote innovation in carbon reduction, energy efficiency and environmental sustainability.
5. Monitor emerging legislation and best practice relating to climate change, sustainability and building performance.

## Regeneration and Development

1. Develop and implement a long-term regeneration and growth strategy aligned to corporate objectives.
2. Identify and assess opportunities for new developments, acquisitions and regeneration projects.
3. Ensure financial viability and strategic fit of all development opportunities.
4. Lead the successful delivery of development and regeneration programmes from inception to completion.
5. Develop strategic partnerships with Homes England, the Greater London Authority, local authorities and development partners.
6. Ensure residents are appropriately engaged and consulted throughout regeneration and development projects.
7. Deliver development programmes that support community sustainability and organisational growth.

## Financial Management

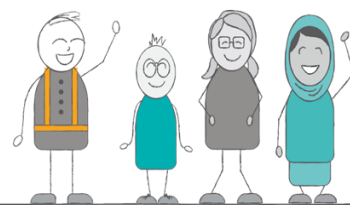
1. Lead the preparation and management of all capital investment and regeneration budgets.
2. Ensure effective financial control and governance across all areas of responsibility.
3. Contribute to long-term financial planning and business planning processes.
4. Ensure investment decisions deliver value for money and support organisational objectives.
5. Monitor financial performance and take corrective action where required.

## Leadership and People Management

1. Provide strong, values-based leadership across all service areas.
2. Develop a high-performing culture focused on accountability, collaboration and resident outcomes.
3. Lead, motivate and develop senior managers and teams to achieve organisational objectives.
4. Ensure effective workforce planning, talent management and succession planning arrangements are in place.
5. Promote equality, diversity and inclusion across all activities.

**Other:** Comply with and implement the GDPR (General Data Protection Regulation).

**Note:** No job description can cover every issue which may arise within the post at various times and therefore the jobholder is expected to carry out other reasonable duties and to provide cover for other staff as requested from time to time.







# Person Specification

|                                              |                                                                                                                                                                 | ASSESSED            |                      |
|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|----------------------|
|                                              |                                                                                                                                                                 | ON APPLICATION FORM | AT INTERVIEW PROCESS |
| <b>Qualifications</b>                        |                                                                                                                                                                 |                     |                      |
| 1.                                           | Degree standard of education in relevant subject, Level 5 qualification in a relevant area or equivalent professional qualification or Qualified by experience. | ✓                   |                      |
| <b>Professional Knowledge and Experience</b> |                                                                                                                                                                 |                     |                      |
| 1.                                           | Successful track record in leading service improvement and delivery at a senior level within an Asset Management and Regeneration setting.                      | ✓                   | ✓                    |
| 2.                                           | Successful leadership of large-scale asset investment programmes.                                                                                               | ✓                   | ✓                    |
| 3.                                           | Experience of delivering strategic change and service improvement.                                                                                              | ✓                   | ✓                    |
| 4.                                           | Experience of providing advice and assurance to Boards, Committees and Executive Teams.                                                                         | ✓                   | ✓                    |
| 5.                                           | Experience of managing significant capital and revenue budgets.                                                                                                 | ✓                   | ✓                    |
| 6.                                           | Experience of leading multi-disciplinary teams.                                                                                                                 | ✓                   | ✓                    |
| 7.                                           | Experience of procurement, contract management and commercial negotiations.                                                                                     | ✓                   | ✓                    |
| 8.                                           | Experience of development, regeneration or major capital projects.                                                                                              | ✓                   | ✓                    |
| 9.                                           | Experience of stakeholder management within complex environments.                                                                                               | ✓                   | ✓                    |
| 10.                                          | Knowledge of HCA/GLA requirements relating to capital bids and programme delivery.                                                                              | ✓                   | ✓                    |
| 11.                                          | Experience of leading and managing the new build and development function in a complex organisation.                                                            | ✓                   | ✓                    |
| 12.                                          | Skilled in developing and working with strategic partnerships (i.e. with bodies similar to the Matrix Partnership).                                             | ✓                   | ✓                    |
| 13.                                          | Understanding of the regulatory framework for registered providers.                                                                                             | ✓                   | ✓                    |





# Person Specification

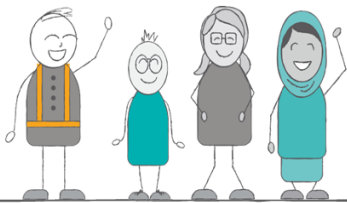
|                             |                                                                                                                  | ASSESSED               |                         |
|-----------------------------|------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------|
|                             |                                                                                                                  | ON APPLICATION<br>FORM | AT INTERVIEW<br>PROCESS |
| <b>Skills and Abilities</b> |                                                                                                                  |                        |                         |
| 1.                          | Commitment to resident involvement and empowerment.                                                              |                        | ✓                       |
| 2.                          | Ability to lead through complexity, change and ambiguity.                                                        |                        | ✓                       |
| 3.                          | Excellent written and verbal communication skills.                                                               |                        | ✓                       |
| 4.                          | Ability to influence at Board, Executive and stakeholder level.                                                  |                        | ✓                       |
| 5.                          | Strong negotiation and partnership-building skills.                                                              |                        | ✓                       |
| 6.                          | Strong analytical and commercial skills.                                                                         |                        | ✓                       |
| 7.                          | Ability to develop and evaluate business cases.                                                                  |                        | ✓                       |
| 8.                          | Ability to balance social value, risk and financial performance.                                                 |                        | ✓                       |
| 9.                          | Ability to plan own workload and prioritise to meet targets and deadlines.                                       |                        | ✓                       |
| 10.                         | Ability to identify new approaches and opportunities that will strengthen Watmos and our communities.            |                        | ✓                       |
| 11.                         | Ability to build trusted relationships with residents, regulators and partners.                                  |                        | ✓                       |
| 12.                         | Strong customer focus and commitment to service excellence.                                                      |                        | ✓                       |
| 13.                         | Values-driven leader, results-focused and accountable, innovative and forward-thinking, resilient and adaptable, |                        | ✓                       |
| 14.                         | Committed to fairness, equality and diversity.                                                                   |                        | ✓                       |





# Person Specification

| ASSESSED                                                                                                                               |                      |
|----------------------------------------------------------------------------------------------------------------------------------------|----------------------|
| ON APPLICATION FORM                                                                                                                    | AT INTERVIEW PROCESS |
| <b>Flexibility and Commitment</b>                                                                                                      |                      |
| 1. Commitment to attending evening and weekend meetings and events as required.                                                        | ✓                    |
| 2. Willingness to contribute to and be actively involved in Watmos tenant involvement and community empowerment activities and events. | ✓                    |
| 3. Willingness to travel around the UK as required and to have overnight stays away from home.                                         | ✓                    |





# Benefits

## My Pay

- Competitive salaries, which are benchmarked regularly.
- Salary reviewed annually.
- Enrolment into a pension scheme (4% employee contribution, 6% employer contribution). Opt-out available.
- Enhanced maternity, paternity, adoption and shared parental pay.
- Enhanced sick pay for when you really need it.
- Travel to work loans.
- Electric vehicle car lease salary sacrifice scheme.
- Considerable savings via our high street discount schemes – retail, travel, gym and leisure discounts.
- Enhanced travel expenses.
- Additional pay when working away from home for more than a night.
- Free professional subscriptions.
- Free car parking.

## My Wellbeing

- 25 days annual leave rising to 30 days.
- 8 bank holidays.
- 4 additional concessionary leave days.
- Employee Assistance Programme offering support for home and work issues.
- Interactive wellbeing app designed to enhance your overall wellbeing.
- Access to free 24-hour counselling.
- Cycle to work scheme.
- Free flu jabs, eye tests and occupational health advice.
- Free tea and coffee etc.
- Ongoing assessment of your wellbeing and motivational drivers (work and personal) via 'Open Blend' software.
- A culture that promotes equity, diversity, inclusion and belonging.

## My Flexibility and Work-Life Balance

- Hybrid working (home and office working), where role allows.
- Flexible working depending on your role. Flex your start and finish times.
- Flexi-leave. Additional time off for accrued flexi-time.
- A wide range of family friendly policies.

## My Development

- In-person and online training sessions as well as e-learning, coaching, interactive workshops and external courses leading to a qualification.
- An innovative approach to performance management via the 'Open Blend' software coaching framework, putting the employee and their development at the heart of conversations.





# About Watmos

## Our Mission and Vision

By delivering our corporate objectives we will fulfil our mission, which is our 'core purpose' and our vision, which is what 'we ideally want to achieve for our residents'.

Our mission and vision are set out in the graphic to the right.



### Our Mission

To provide great homes and services, build strong communities and improve people's lives.



### Our Vision

To build a strong community focussed organisation where all our residents can prosper in healthy, safe and vibrant neighbourhoods.

## Our Values

Our values are very important to us; they are our guiding principles driving what we do and how we work to deliver our Corporate Strategy. They reflect who we are and how we want to be seen.

Our values were developed by our Board and staff, and we hope everyone who meets us will agree that we live by them, and they are real. Our values are set out in the graphic to the right.



**We are Stronger Together:** We value the diversity of talents, perspectives and experiences of our people. We work collaboratively to foster creativity, challenge constraints and achieve shared goals.



**We have Integrity:** We are sincere and act with honesty and fairness. We keep our promises and are accountable for what we do, how we work and our decision making.



**We are Caring:** We work for the wellbeing and safety of our people showing empathy and understanding. We take responsibility for our environment.



**We Strive for Excellence:** We constantly review and improve how we do things. We take pride in our work. We make decisions that drive value for money and social impact.



**We are Community-Focussed:** We provide support to develop the skills, health and wellbeing of residents and build the capacity of community groups to help support thriving communities.



**We are Agile:** We are adaptable, resourceful and dynamic. We innovate to rise above challenges to make best use of our resources.

**Link to Corporate Publications:** <https://www.watmos.org.uk/corporate-publications>

