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## Head of Housing Growth & Regeneration (Interim – 12 months)

**Recruitment Pack**

*Homes in Somerset, Bridgwater House, King Square, TA6 3AR*





## Welcome to Homes in Somerset

Dear Applicant,

Thank you for your interest in working with us at Homes in Somerset. This is a great opportunity for an outstanding professional to join us at an exciting time.

As Head of Housing Growth & Regeneration you will play a pivotal leadership role in shaping and delivering our ambitious housing growth and regeneration agenda. This is an exciting opportunity to lead a relatively new team, collaborate closely with key partners and the Development Committee, and drive forward high-quality development and regeneration projects that will create lasting benefits for our customers, communities and Somerset as a whole.

The successful candidate will be joining an organisation committed to colleague engagement, where every colleague is valued and heard. We can offer you excellent professional development, training, and support to enable you to achieve your full potential.

If this role excites you and you are keen to join a passionate team of people working for our customers and a leading Arm's Length Management Organisation (ALMO) then we look forward to hearing from you.

Within this pack are all the details about the role and the recruitment process and key dates. However, if you require any further information or would like to discuss the role, please contact us by emailing [Jobs@homesinsomerset.org](mailto:Jobs@homesinsomerset.org).

We look forward to receiving your application.

With best wishes,

*Julia Paling*

Head of People & Communications

## About Homes in Somerset

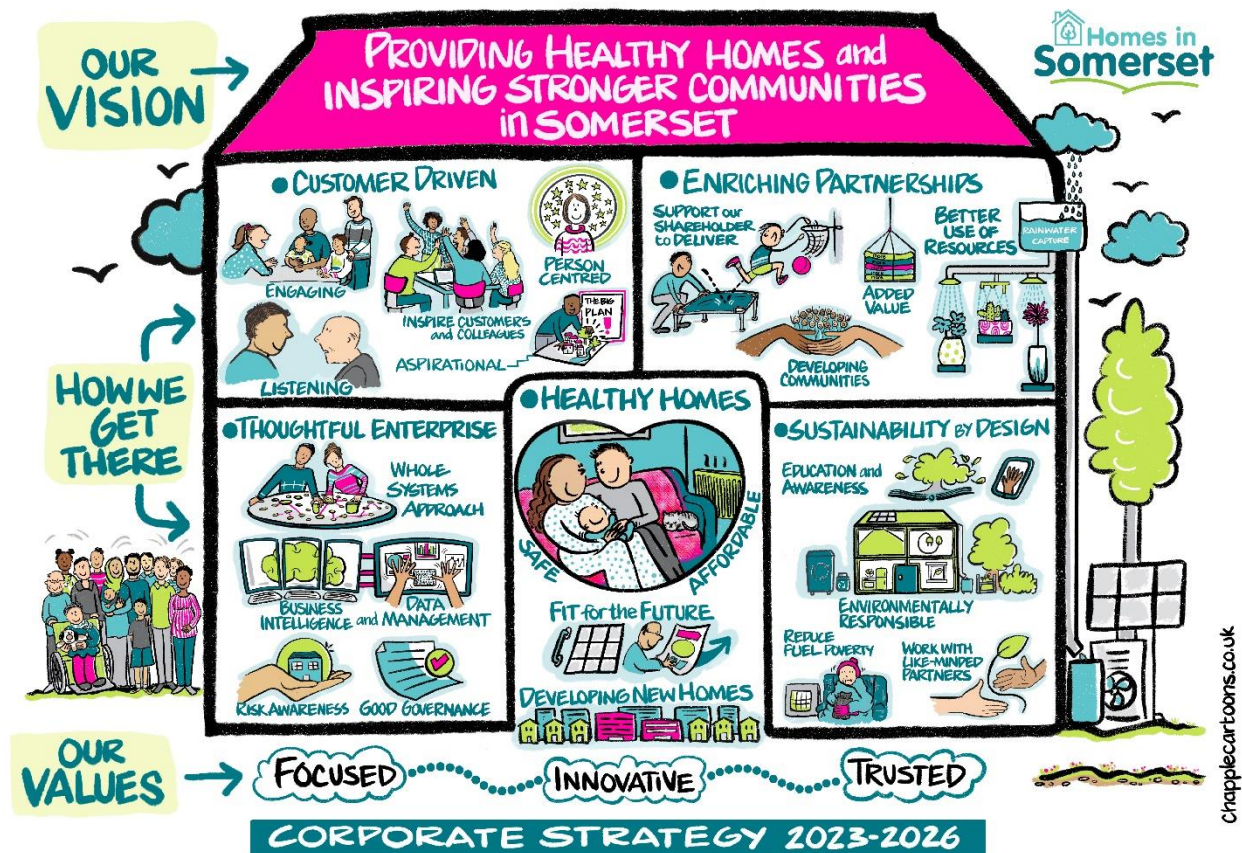
Here at Homes in Somerset, our customers are at the heart of everything we do.

We're soon to become the largest housing provider in Somerset. We are proud to provide safe, affordable, healthy homes for the people who need them most.

Just a few of our accolades include a Top 50 Landlords Award, Investors in People Gold Award, and UK Customer Experience Awards, and we've got big plans for the future.

We are driven to be the best managing agent in England, and we plan to do this by upholding our values and working towards five core strategic themes.

## Our current strategy



## Role Profile

Job Title: Head of Housing Growth & Regeneration (Interim)  
Contract Type: Fixed Term Contract – 12 Months  
Salary: £85,122pa  
Annual Leave: 33 Days

## Role Purpose

As the Head of Housing Growth and Regeneration, you will provide direction and strategic leadership for the Homes in Somerset Development and Regeneration team, fostering an overarching culture of innovation, collaboration and excellence.

You will work closely with a relatively new Development Committee to drive the housing growth strategy at a strategic and tactical delivery level, providing professional expertise, leading on a complex programme or the commissioning of housing development services for the Council.

This pivotal role involves ensuring projects are delivered on time, within budget, and to the highest quality, while supporting Somerset Council's strategic objectives to increase housing supply, improve living standards, and create sustainable communities.

## Key Responsibilities

### What will I have to do?

#### Strategic Leadership

- Implement a new Housing Development and Regeneration Strategy, that aligns broader corporate objectives, local plans, and housing targets.
- Collaborate closely with the Development Committee, providing strategic advice, regular updates, sufficient information and recommendations to ensure informed decision-making.
- Collaborate closely with Somerset Council's Finance Team to ensure that schemes align to Business Case assumptions, pipelines are affordable within the Housing Revenue Account and costs are managed robustly.

FOCUSED

INNOVATIVE

TRUSTED

- Ensure that all Legislative, Regulatory and Governance requirements are met including the Future Homes Standard.
- Identify and secure opportunities for new housing developments and community regeneration projects, including innovative funding and partnership arrangements.
- Champion sustainability and environmental best practices, embedding ESG principles in all projects.

### **Working with the Development Committee**

- Act as the principal advisor to the Development Committee, ensuring members are well-informed and equipped to make strategic decisions.
- Prepare and present detailed reports, feasibility studies, and project updates to the Committee.
- Implement Committee decisions effectively, ensuring alignment with organisational priorities and project goals.
- Support the Development Committee in evaluating and shaping policies that promote long-term housing growth and regeneration.

### **Team Leadership and Culture Development**

- Embed and lead a relatively new team, cultivating and embedding a collaborative, inclusive, and high-performing culture.
- Inspire, mentor, and develop team members, promoting a focus on customer-centred outcomes, innovation, and excellence.
- Provide strong leadership and professional development opportunities to support team performance and capacity building.
- Ensure the team adopts the organisation's values (Focused, Innovative, Trusted) and a culture of accountability, adaptability, and resident engagement.

### **Programme and Project Management**

- Oversee the planning, delivery, and evaluation of a diverse portfolio of housing development and regeneration projects, from inception to completion, ensuring they are completed on time, within budget, and to the highest standards of quality.
- Ensure robust project governance, monitoring, and reporting processes are in place, including risk management and performance tracking.
- Monitor compliance with planning regulations, building standards, and statutory requirements.
- Proactively identify and manage risks to ensure successful project outcomes.

- Support the team with feasibility studies, business case development, and securing necessary approvals.

### **Partnerships and Stakeholder Engagement**

- Build and maintain effective relationships with key stakeholders, including Somerset Council, residents, elected members, Homes England, planning, developers, contractors and other relevant agencies.
- Oversee community consultation and engagement processes to ensure resident input informs development and regeneration plans.
- Represent the Homes in Somerset at local, regional, and national forums as required.

### **Financial Oversight and Value for Money**

- Work with Somerset Council to develop and manage budgets for housing development and regeneration programmes, ensuring value for money and compliance with financial regulations.
- Ensure financial performance is closely monitored, and appropriate corrective actions are taken when necessary.
- Maximise funding opportunities through grants, Right To Buy receipts and other funding opportunities.
- Negotiate and manage contracts with development partners and service providers to achieve optimal outcomes.

### **Performance Monitoring and Reporting**

- Establish robust performance metrics to track the impact and effectiveness of housing growth and regeneration initiatives.
- Provide clear and comprehensive reports to the Development Committee, Board and Executive Team.
- Use data and insights to inform continuous improvement and adapt strategies to changing circumstances.

### **Sustainability and Quality**

- Promote sustainable and environmentally conscious design and construction practices across all developments.
- Ensure new homes and regeneration projects meet high standards for quality, safety, accessibility, and energy efficiency.

## Knowledge, Skills and Experience

### You will:

- Have a degree in a relevant discipline (e.g., housing, planning, regeneration, or construction)
- Have a membership of a professional body such as the Chartered Institute of Housing (CIH), Royal Institution of Chartered Surveyors (RICS), Chartered Institute of Building (CIOB).

## What we offer

We want Homes in Somerset to be a great place to work, where colleagues are proud to work for the organisation. As well as working alongside some amazing colleagues to provide great services to our customers, we offer a range of benefits.



- We recognise the importance of a work life balance and our hybrid working policy allows you to adapt.
- Up to date, modern equipment provided whether working at home or in the office. We also offer a contribution towards the cost of a desk.
- Generous holiday allowance which rises with service.
- You'll be auto enrolled into the Local Government Pension Scheme where we will contribute 19.9% of your salary.
- We pay more than the statutory parental leave and work with you to balance work and life commitments.
- We offer a 24-hour helpline and access to welfare and lifestyle advice, including counselling. We have also supported colleagues to become Mental Health First Aiders.
- Great learning and development opportunities.
- We celebrate success linked to our values including HiS Heroes and long service.
- Access to discounts for sport, leisure, and entertainment activities.

## Recruitment Timetable

Activity	Proposed Dates
Recruitment opens	Tuesday, 16 June 2026
Closing date	Sunday, 5 July 2026
Shortlisting	Monday, 6 July 2026
Formal interviews	Thursday, 16 <sup>th</sup> July 2026

## How to Apply

To apply, please visit the vacancies section on [our website](http://www.homesinsomerset.org) ([www.homesinsomerset.org](http://www.homesinsomerset.org)) Click on the Menu button, and under the section 'Work with Us' you will find Vacancies, open this up, find the relevant vacancy and select the 'apply now' button to complete your application.

You will be asked for full contact details for two referees (including your current employer if applicable). Please note we will not request references without your prior permission.

All appointments are subject to two satisfactory references, a DBS check and proof of your Right to Work in the UK. If required for the role, access to a vehicle is essential.

Our address should you need it is:

The People Team, Homes in Somerset, Bridgwater House, Kings Square,  
Bridgwater, TA6 3AR

The closing date for applications is **Sunday, 5 July, at midnight.**