

CANDIDATE BRIEFING PACK

Corporate Director Homes and Neighbourhoods

Prepared for London Borough of Islington Council

September 2024



Penna

FIND | EXCITE | SECURE

Contents

1. Welcome Letter
2. Advertisement
3. Job Description
4. Structure Charts
5. How to Apply

Welcome Letter

Dear Candidate,

Thank you for your interest in the positions of Corporate Director of Homes and Neighbourhoods and Corporate Director of Climate and Environment at Islington Council. We are thrilled to welcome leaders who are passionate about making a tangible difference in our community.

At Islington Council, we are driven by our vision to create a more equal future. These are not just words; this is a deeply held purpose and it is felt across the whole organisation, by our members and by our partners. Our Islington Together 2030 plan outlines this bold vision. We want to create an Islington where everyone can thrive, access help and support when needed, and live sustainable, happy, and healthy lives. We have set ourselves five key missions to achieve this and we need leaders who bring passion and creativity, who can champion this vision to deliver the best possible outcomes for our residents, our communities and our Borough.

We are driven by our values: collaboration, ambition, resourceful and empowerment. They spell CARE for a reason, and you will be joining an organisation passionate about creating a more equal future and in challenging inequality.

So, what are we looking for in our new Corporate Directors?

We are looking for individuals who exhibit strong corporate leadership, who can see possibilities and solutions, who can leverage their expertise across the Council and beyond their professional backgrounds to enhance outcomes for our residents.

We seek those who share their leadership and expertise, who step into spaces to take ownership of issues and problems, who can hold up the mirror, and are comfortable having those necessary, sometimes uncomfortable conversations.

We value candidates with a strong track record of delivery and the ability to work at pace. Your ability to collaborate effectively will be crucial in driving our vision and missions forward.

We value flexibility, innovation and creativity, along with understanding the importance of governance and getting the basics right.

We are looking for individuals who bring energy to problems and can identify solutions. Proactivity and leading by example are key traits we admire along with ensuring a strong resident experience. Whether it's calling up a disgruntled resident or coordinating a tough meeting with residents to resolve their issues, these are the examples of leadership we want to see.

Our ideal candidates enable and facilitate others, recognising the value in creating spaces for our partners, communities, and colleagues to come together. It's important to see the value in working through others rather than doing everything ourselves.

We believe in starting with our residents, understanding their needs, and planning collaboratively. We focus on our missions and outcomes, design informed by data and insight, and empower others to achieve our collective goals.

If you believe you embody these qualities and are ready to make a significant impact, we encourage you to apply. We look forward to potentially welcoming you to our team and working together to create a better future for Islington.

With best wishes,

Victoria Lawson
Chief Executive

Advertisement

Corporate Director Homes and Neighbourhoods

Islington Council

Salary: £128,704 to £154,390

Islington is one of the most exciting boroughs in London. With a growing population of 215,000 people, 36,000 homes and 120,000 repairs a year we are one of the largest landlords in the country. This is an opportunity to make a significant impact on a community facing unprecedented challenges. Your role will be key in delivering the vision of a 'Safe Place to Call Home' where every resident has access to safe, good quality and genuinely affordable homes by 2030. For a borough so rich in culture and enterprise, far too many local people are locked out of the opportunity to benefit from what is on their doorstep because of financial and other barriers. We are committed to face this challenge together. We want families to feel they are being taken care in their homes and neighbourhoods. We want our residents to trust us and to be proud of their homes. We want our neighbourhoods to be thriving community hubs, where every resident feels they belong. And to do that, we need your help.

As a Corporate Director Homes and Neighbourhoods, you will be working directly with our Chief Executive and with Islington's senior leadership team. Your role will be to provide strategic leadership and direction for Islington Housing services, including housing management, repairs, maintenance, supported housing, concierge, building and fire safety and estate management to reflect community safety, security and resilience. This is a key role that enables innovation and improvement throughout services, driving transformational change that directly impacts residents' quality of life. Are you ready to provide the best service to our communities?

Are you ready to provide the best service to our communities? For more information about the role please visit <https://execroles.penna.com/> and apply.

For a confidential discussion, contact **Pete John**, pete.john@penna.com, at 07701305617, **Bruna Varante**, bruna.varante@penna.com, at 07858 306725, or **Zara Bruton**, zara.bruton@penna.com, at 07743980867.

Closing Date: Midnight Sunday 29th September 2024

Appendices

Appendix 1 – [Islington Together 2030 Plan](#)

Appendix 2 – [Islington Together: Next Steps](#)

Appendix 3 – [2030 Delivery Plan](#)

Job Description

Corporate Director Homes and Neighbourhoods

Service area: Homes and Neighbourhoods

Grade: CO1

Reports to: Chief Executive

Your team: Director Housing Operations and Deputy Corporate Director, Director Housing Property Services, Director of Community Safety, Security and Resilience.

Our Mission

We are determined to create a more equal Islington, where everyone who lives here has an equal chance to thrive.

To do this, everyone who works at Islington Council lives by a set of values which guide us in everything that we do: collaborative, ambitious, resourceful, and empowering. They spell out 'CARE', which is what we think public service is all about.

[Watch our video](#) to hear more about our mission and how you can help us achieve it from the Leader of the Council, Cllr Kaya Comer-Schwartz.

Key responsibilities

- To provide strategic direction and leadership for the delivery of Islington Housing services including housing management, repairs, maintenance, supported housing, concierge, building and fire safety and estate management.
- To provide strategic direction and leadership for the delivery of the Council's community safety, civil protection and emergency planning, regulatory, registration and cemetery and cremation services
- Assess and review housing needs locally in order to develop best practice. Deliver exceptional services to residents who are tenants and leaseholders across our estate ensuring they are effectively engaged and consulted with. To work with teams across the council to ensure a more effective response to housing need is developed and offered to residents when housing demands continue to outstrip supply.
- To enable innovation and improvement through effective monitoring and reviewing of housing services, community safety, emergency planning, organisational resilience, regulatory and registration.
- Work in partnership with external agencies including RSL's, service providers, TRA's and others to create a culture of effective communication that prioritises residents. To deliver the highest quality services on behalf of residents using data and intelligence to drive intervention and improvement across the borough.

- Ensure effective procurement and delivery of reactive, planned, cyclical maintenance, repair services and capital programme focussing on value for money, timelessness and quality underpinned by excellent communication with residents.
- Drive forward the council's agenda to reduce homelessness supporting an inclusive approach to need.
- Lead the support for refugees and migrants by embedding the commitment that promotes the inclusion and welfare of people seeking sanctuary in Islington.
- To provide leadership to the council approach to reducing crime and anti-social behaviour through a Public Health approach and working in collaboration with partner agencies and residents.
- To lead the response to critical incidents working in collaboration with partners and use the learning to develop future improvement. Ensure that duties are undertaken with due regard and compliance with the relevant legal frameworks, Social Housing Regulator, Building Safety Regulator and in accordance with council policies.
- To develop strong effective community engagement mechanisms that support our corporate ambition for residents to feel safe in our borough. To work effectively with other departments in the council to cultivate effective trauma informed approach to respond to resident's needs.
- Be the principal advisor to the Council's elected members and Chief Executive on all housing and community safety related matters including compliance, risk and develop and maintain a strong interface with the Leader and the lead Portfolio holder.
- To represent the Council by promoting its image and reputation on a regional and national stage, helping to influence national and regional policies and strategies in the post holder's area of focus.
- Play a key role in ensuring that Islington Council continuously improves, provides a first-class service to the people of Islington, and achieves its full potential in the optimal delivery of services. To champion fairness and equality across the partnership, working with members, senior leaders, staff, and the wider community to identify clear priorities and to deliver tangible change.

Leadership

As a member of the council's management team, to contribute proactively to the collective leadership for the council, working collaboratively with Members, services across the council, partners and stakeholders to deliver the council's objectives and priorities.

To drive positive cultural change, embodying and promoting the values and behaviours of the council and empowering staff to reach their full potential. Ensure that the performance and development framework is effective for all staff.

To lead on and ensure the effective implementation of corporate initiatives and transformation programmes that cut across the whole or part of the council's activities.

Resources and Financial Management

Ensure effective Financial Management, cost controls and income maximisation in an ever changing environment, fluctuating demands and priorities. Ensure resources are well managed and effectively deployed to the best possible effects assuring value for money in all activities.

Compliance

Ensure legal, regulatory and policy compliance under GDPR, Health and Safety and in area of your specialism identifying opportunities and risks and escalating where appropriate.

Work style

Flexible

Person Specification

You should demonstrate on your application form how you meet the criteria. Please ensure you address all the criteria as this will be used to assess your suitability for the post.

Experience

Experience of leading multiple large operational functions with a clear track record of delivering strong performance and outcomes.

Essential criteria

Qualifications

Essential criteria	Criteria description	Assessed by
E1	Educated to degree level and evidence of continuing professional development or relevant demonstrable experience.	Application

Experience

Essential criteria	Criteria description	Assessed by
E2	Substantial experience of leadership in the field of housing, including the management of a significant workforce.	Application/Interview
E3	Experience of driving innovation, tackling the status quo with evidence and intelligence, and successfully delivering transformational change programmes, particularly within the portfolio of this role.	Application/Interview
E4	Experience of successfully leading, motivating, and managing a team of senior professional staff to achieve successful outcomes and contributing to the development of corporate strategies, goals and priorities.	Application/Interview
E5	National and local political awareness and knowledge, particularly in relation to key policy and legislative changes affecting housing.	Application/Interview

Skills

Essential criteria	Criteria description	Assessed by
E6	Sound political and organisational awareness with a good understanding of the Local Government context. Able to demonstrate political sensitivity and secure the confidence of members	Application/Interview
E7	Strong financial management skills and good knowledge and understanding of local government finances at a strategic level with the ability to manage and plan Housing budgets, including the Housing Revenue Account and capital programme to ensure that housing services can grow and are provided efficiently.	Application/Interview
E8	Strong collaborator and confident system leader, with experience of working with colleagues and partners to make a strategic contribution.	Application/Interview

Essential criteria	Criteria description	Assessed by
E9	Ability to promote creative and innovative solutions to major strategic and operational challenges, including digital enablers as appropriate.	Application/Interview
E10	Well-developed leadership skills that command respect, encourage commitment from others and promote a positive culture.	Application/Interview

Special requirements of the post

Essential criteria	Criteria description
E11	This post is subject to the council’s policy on pecuniary and personal interest
E12	This post is designated as politically restricted

Our Accreditations

Our accreditations include: the Healthy Workplace award; Timewise; London Living Wage Employer; Disability Confident Committed; The Mayor’s Good Work Standard; Stonewall Diversity Champion; and Time to Change.



How to Apply

This guidance contains important information to help with your application:

- Please apply by submitting a CV and Covering Letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- Please ensure your full employment history is outlined in your CV; and that where there are essential criteria, competencies and/or qualifications you make clear how you meet these. We may wish to verify this information during the recruitment process.
- Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- Please share with us in your supporting statement, the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.
- Please complete the Equal Opportunities Monitoring Form when you upload your details.
- Please return your application by the closing date – no applications will be accepted once the long listing process has begun.
- Following long listing, you will be contacted directly by a Penna consultant to update you on the status of your application.
- At any point throughout the process our retained consultants at Penna will be happy to help you with information, insight and guidance about the process and our clients.

The following timetable sets out the key dates in the recruitment process:

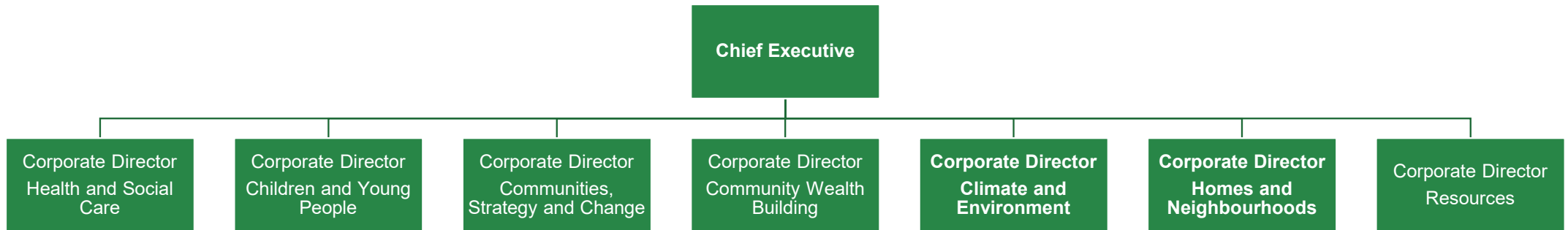
Date	Activity
Closing Date	Midnight Sunday 29 th September 2024
Longlist Meeting	W/C 14 th October 2024
Preliminary Interviews	W/C 21 st October 2024
Shortlist Meeting	W/C 4 th November 2024
Final Panel Interviews	W/C 25 th November or W/C 2 nd December 2024

To apply for this role, please click the link below:

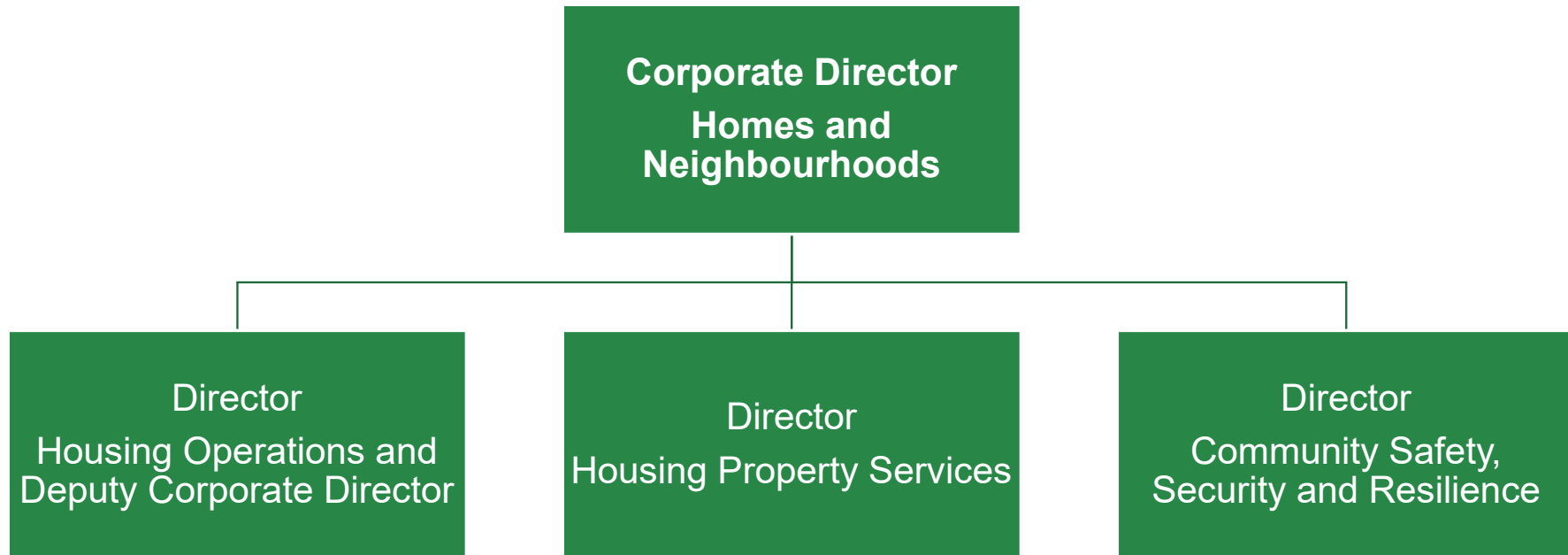
<https://execroles.penna.com/>

For a confidential discussion, contact **Pete John**, pete.john@penna.com, at 07701305617, **Bruna Varante**, bruna.varante@penna.com, at 07858 306725, or **Zara Bruton**, zara.bruton@penna.com, at 07743980867.

Our senior leadership team



Homes and Neighbourhoods



How to Apply

This guidance contains important information to help with your application:

- Please apply by submitting a CV and Covering Letter (no more than four sides of A4 in length per document aligned to the person specification). Please also include your contact details.
- Please ensure your full employment history is outlined in your CV; and that where there are essential criteria, competencies and/or qualifications you make clear how you meet these. We may wish to verify this information during the recruitment process.
- Please provide the details of two referees. Note that we will only approach referees for candidates proceeding to final selection and only with your permission. Please clearly indicate whether we can approach each referee before the selection date.
- Please share with us in your supporting statement, the values and behaviours that you bring to your leadership, and how you will transfer your skills and experience into this role.
- Please complete the Equal Opportunities Monitoring Form when you upload your details.
- Please return your application by the closing date – no applications will be accepted once the long listing process has begun.
- Following long listing, you will be contacted directly by a Penna consultant to update you on the status of your application.
- At any point throughout the process our retained consultants at Penna will be happy to help you with information, insight and guidance about the process and our clients.

The following timetable sets out the key dates in the recruitment process:

Date	Activity
Closing Date	Midnight Sunday 29 th September 2024
Longlist Meeting	W/C 14 th October 2024
Preliminary Interviews	W/C 21 st October 2024
Shortlist Meeting	W/C 4 th November 2024
Final Panel Interviews	W/C 25 th November or W/C 2 nd December 2024

To apply for this role, please click the link below:

<https://execroles.penna.com/>

For a confidential discussion, contact **Pete John**, pete.john@penna.com, at 07701305617, **Bruna Varante**, bruna.varante@penna.com, at 07858 306725, or **Zara Bruton**, zara.bruton@penna.com, at 07743980867.