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Recruitment

Director of Strategic Property

Candidate Pack | March 2026





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From

Naeem Ahmed

Group Director

Finance & Corporate Resources (Section 151 Officer)

Dear Candidate,
Thank you for taking the time to consider the role of Director of Strategic Property Services with Hackney. This is a senior appointment that will shape how our organisation functions, how we use our assets to support public services, and how we plan for the future of the borough. I am pleased you are exploring this opportunity.

Hackney is a place with strong identity and ambition. Our services operate in a busy, urban environment with significant pressures, but also with a clear commitment to fairness, community value and practical delivery.

Our property portfolio underpins a huge range of activity across the Council: schools, operational buildings, commercial assets, community spaces and the services that keep the organisation running every day. The scale of the estate brings real responsibility, and it requires leadership that can combine professional expertise with clarity, judgement and a steady hand.

This role sits at the centre of that agenda. We have set out a corporate approach to how we manage and plan for the estate, and the task ahead is to embed

that approach, strengthen the discipline around it, and ensure that our decisions are coordinated, robust and fully aligned with our wider financial and organisational priorities. The Director will play a central part in bringing greater consistency to the service and in helping colleagues work with shared intent across operational, commercial, strategic and technical functions.

We are entering an important period of change across the organisation, and the Director of Strategic Property will play a central role in shaping how we use our estate to support services, strengthen financial resilience, and deliver value for our communities.

The leadership expectations are significant. We are looking for someone who can bring order and coherence to a complex portfolio, who can support talented teams by setting clear standards and encouraging good practice, and who can help the organisation weigh up choices with an informed and balanced view. The role involves close work with senior officers and elected Members, so the ability to communicate clearly, test assumptions and handle challenge constructively will be important.

This is also a moment to look ahead. The service will need to evolve over the next three to five years, and the Director will help shape that trajectory: the structure of the service, the culture within teams, the way we use data and evidence, and the discipline of how we plan and deliver work across the estate. We want someone who is pragmatic, grounded and confident in their professional judgement, and who can support colleagues while raising standards and expectations.

Hackney is a borough with a strong sense of purpose. If you share that commitment and are motivated by the chance to lead a large, influential service at a pivotal point in its development, I hope you will explore this pack further and consider making an application.

Yours sincerely,
Naeem Ahmed

The Opportunity

Director of Strategic Property Services

London Borough of Hackney
 Salary: Chief Officer 3, which ranges from
 £123,293 to £137,835
 2-3 days in the office

About the Place and Ambition

Hackney is a proudly local, deeply connected borough. The Council operates in a fast-paced urban environment, serving communities who expect high-quality, reliable services and transparent decision making. The estate underpins almost every aspect of that delivery: schools, operational buildings, commercial assets, community provision and the infrastructure that supports day-to-day services.

Why This Role?

The Council has set out a clearer, more coordinated approach to property and asset management. The priority now is to embed that approach, lift the standard of governance and decision making, and build a service that is structured, confident and ready for the future. The Director will bring leadership to a wide, dispersed portfolio and will help shape how the organisation thinks, plans and makes choices about its estate. This includes ensuring alignment with the Medium Term Financial Strategy, improving how operational, commercial and strategic functions interact, and supporting senior officers and Members with grounded, balanced advice.

About the Role

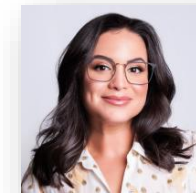
The Director leads the full span of Strategic Property Services, including operational and commercial property, strategic asset management, acquisitions and disposals, planning viability advice, the corporate landlord function, health and safety, fleet management and oversight of the schools estate. The portfolio includes a large workforce across multiple technical disciplines and stewardship of significant revenue and capital budgets. The Director will strengthen corporate governance, improve the use of asset intelligence, ensure compliance across all buildings in scope, and support the Council in planning for longer-term needs. Partnership working is central: the postholder will work with senior leaders, Members, education partners, statutory bodies and regional stakeholders to ensure that Hackney's estate strategy is cohesive, evidence-led and focused on sustainable outcomes.

About You

Candidates will bring senior-level experience in property and asset management within a large, complex organisation. You will have the professional credibility to lead specialist functions, combined with the ability to guide decision making at a corporate level. The Council is looking for a leader with sound judgement, a straightforward and calm approach, and the confidence to operate in a political environment.

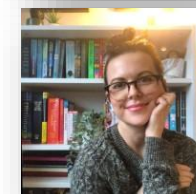
You will understand how to shape services, bring teams together and raise expectations in a way that builds trust. The ability to handle complexity, communicate clearly and work across organisational and professional boundaries will be essential. Senior leaders who can bring clarity, discipline and confidence to a major corporate service, and who are motivated by the chance to make a meaningful impact across the borough, are encouraged to apply.

For questions or an informal discussion, please contact:



Bruna Varante

on 07858 306725 or email:
bruna.varante@penna.com



Ali Tasker

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Dawar Hashmi

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Closing date: 26 April 2026
Sunday, 11:59pm

The Role

LONDON BOROUGH OF HACKNEY

JOB DESCRIPTION

POST TITLE: Director, Strategic Property Services

GRADE/SALARY: CO3 - £123,293 to £137,835.

LOCATION: Within the London Borough of Hackney

RESPONSIBLE TO: Group Director, Finance and Corporate Resources

RESPONSIBLE FOR: c.300 FTE (including agency staff and senior managers)

BUDGET: c. £25m (expenditure budget) and Capital Programme budget c. £360m

PURPOSE OF THE JOB

1. As a Chief Officer, you will be responsible for the successful delivery of the Mayor's priorities, the Council's corporate objectives, and the business objectives of your designated services.
2. To provide effective leadership and management that will contribute to the continuous improvement of the Council.
3. Act as the Council's most senior officer responsible for property and asset management strategy, overseeing the Council's £4.5bn+ property portfolio.
4. To act as the lead officer for Community Wealth Building through the estate, ensuring property assets are leveraged to create social value, support local businesses, and provide affordable workspaces where economically sustainable.
5. To serve as the Council's primary Climate Change Ambassador for the Estate, and Fleet, ensuring capital investment and asset management decisions contribute toward the 2030/2040 Net Zero targets.

6. Lead on the Council's Schools Estate Strategy working with Hackney Education to ensure that the estate is fit for purpose, economically sustainable, sensibly located, in good repair and proactively managed in relation to fluctuating demographics.

SERVICE-SPECIFIC ACCOUNTABILITIES

- As Director, you will have direct responsibility for the leadership and management of the following services and functions:
- Operational Property
- Commercial and Investment Property
- Development advice and scrutiny to the Regeneration functions
- Lead Planning Viability adviser to LBH Planning Service
- Voluntary and Community Sector portfolio and lettings policy
- Acquisitions and Disposals Asset Management (Strategic & Operational)
- Corporate Landlord
- Corporate Health Safety and Wellbeing
- Corporate Fleet Management
- Strategic Asset Management, including Asset Data and Information, Property Strategies & Project delivery, and Asset Review & Challenge
- Corporate Fleet acquisition, maintenance and disposal, and statutory compliance
- Principal Accountable Person for Corporate and Commercial, General Fund portfolios.

- Principal Accountable Person for Mixed Use General Fund developments eg Tiger Way, Nile Street. 256 homes, 2 schools and 2 commercial units.

You will:

Strategic Asset Management & Transformation

- Chair the Council's Capital Strategy and Asset Management Group
- Represent the Corporate Landlord as a permanent member of the Capital and Asset Strategy Board
- Chair the Council's Assets of Community Value Review Panel
- Lead the development, cyclical updating and delivery of the Council's Asset Management Policy, Asset Management Strategy and Action Plan.
- Implement the Asset Challenge programme as part of the Council's Corporate Asset Management Strategy; rigorously reviewing the Council's portfolios to identify underperforming assets for disposal or repurposing to support the Medium Term Financial Plan (MTFP).
- Drive the transition to Data-informed Asset Management, overseeing the implementation of Building Information Modelling (BIM) and AI-driven analytics to strengthen and sustain the correct balance between reactive and preventative maintenance

Commercial & Corporate Landlord Functions

- Chair the Corporate Health Safety and Wellbeing Committee

- Drive the continued embedding of the Corporate Health Safety & Wellbeing Policy and Strategy, ensuring corporate compliance and currency
- Direct the Corporate Landlord function, ensuring all buildings in scope are safe compliant, and efficiently managed.
- Hold ultimate accountability for the corporate landlord functions, ensuring compliance with building safety legislation, fire regulations, and energy performance standards.
- Optimise the commercial estate to maximise rental income while balancing the need for social value and local economic outputs.
- Oversee appraisals, valuations, acquisitions, disposals and land assembly to support corporate and regeneration objectives.
- Ensure robust governance and business case processes underpin all major property and fleet decisions.
- Champion and embed the Corporate Landlord and centralised fleet management models across the Council.
- Act as the Council's lead technical professional adviser on planning viability assessments to maximise affordable housing and financial contributions from private development.
- Provide strategic advice to regeneration, housing, education, social care and other services on asset use, acquisitions and development opportunities.
- Ensure that the Corporate Capital Delivery team and Education capital team remain a centre of excellence of Project Management and Capital Delivery.
- Provide a consistent, fit for purpose soft FM service covering front of house, security, cleaning, monitoring and response - to work seamlessly with hard FM functions and internal clients.

Climate, Sustainability & Regeneration

- Lead the Decarbonisation of the Estate, and fleet, directing large-scale retrofit programmes and the transition to low-carbon energy systems across all corporate and community buildings, and optimise the use of technological innovation in greening the Council's fleet
- Represent the Council externally on asset management and property matters with HM Government, Greater London Authority, Infrastructure Projects Authority, private organisations and other stakeholders.
- Oversee asset management data strategy and reporting, ensuring high-quality asset intelligence informs maintenance, lifecycle planning and capital programme priorities.
- Act as deputy to the Group Director, Finance and Corporate Resources, as required.

Key Working Relationships

- Internal: Mayor, Cabinet Members, Chief Executive, Corporate Leadership Team (SLT), and Directorate Management Teams.
- External:] Establish and lead high-level partnerships with the Greater London Authority (GLA), Homes England, and the Cabinet Office (One Public Estate) and other relevant organisations to unlock external funding and regional investment.
- Community: Lead transparent and inclusive consultations with residents and businesses regarding sensitive property redevelopments, ensuring community voices shape the future of the estate.

Corporate Fleet Management and Maintenance

- Ensure efficient sourcing of fit for purpose corporate fleets
- Ensure sustained and consistent health and safety compliance of the Fleet, and in line with the Traffic Commissioner's direction

- Ensure that fleet users are properly trained to use fleet equipment
- Ensure a safe, efficient and fit for purpose maintenance regime is applied to the corporate fleet

PROFESSIONAL AND TECHNICAL RESPONSIBILITIES

- Corporate health and safety lead for the Council.
- Senior Responsible Officer for the Council's property and asset management strategy.
- Ensure the integration of asset management priorities into the Council's 10-year Capital Programme and MTFS.
- Drive commercial integrity of property, real estate, and fleet related transactions and contractual arrangements

CORPORATE ACCOUNTABILITIES

1. Actively contribute to the leadership and management of the Council, promoting a "one organisation" approach.
2. Be accountable for the division's budget, ensuring effective control within cash limits and that services represent value for money.
3. Apply the Council's agreed project management processes to deliver programmes and projects successfully, on time and within budget.
4. Drive the implementation of consistently high-quality service standards, ensuring benchmarks are established, monitored and continuously improved.
5. Ensure integration of related services across the Council and effective collaboration with partners and contractors.
6. Ensure staff are supported and developed to manage their careers successfully, enabling them to deliver improved outcomes for Hackney residents.
7. Develop and maintain positive partnerships with elected Members to ensure strategic priorities are effectively implemented and Members can fulfil their monitoring role.

8. Promote sustainability in the management of the Directorate, embedding innovation, accountability and climate responsibility into strategy and delivery.

9. Manage services in a manner that promotes equality of opportunity, non-discrimination, and inclusion of disadvantaged groups.

10. Work outside of normal office hours, including attendance at evening meetings and committees.

11. Ensure emergency planning and business contingency arrangements are in place, and participate in the emergency planning GOLD rota.



Person Specification

POST TITLE: Director, Strategic Property

RESPONSIBLE TO: Group Director, Finance and Corporate Resources

Essential Qualifications and Technical Experience

- Degree or equivalent in Land Management/Surveying, Construction and Building Strategy (or comparable experience).
- Professional membership (MRICS, MCIQB or equivalent) or significant comparable experience at a senior level.
- Significant experience at a senior leadership level in property and asset management within a large, complex urban organisation.
- Demonstrable experience and skill in acquisitions, disposals, development projects and land assembly.
- Strong understanding of property legislation, compliance, asset management data strategy and best practice.
- Proven track record of delivering Social Value and Community Wealth through property interventions (e.g., affordable workspace schemes).
- Extensive experience in leading Environmental Sustainability initiatives, specifically the decarbonisation of a diverse and ageing public sector estate..
- Significant experience in structuring complex commercial agreements, joint ventures, and developer contributions (Section 106) to deliver social and financial returns.
- Demonstrable commitment to Hackney's Anti-Racism values, with experience in using procurement and property development to dismantle systemic inequalities and support under-represented business owners.

- Evidenced ability to select and manage the most effective value-adding professional advisory teams.

Skills & Abilities

- Ability to navigate complex political environments, providing robust, evidence-based 'challenge' to senior stakeholders while maintaining the confidence of the Mayor and Cabinet.
- Ability to structure complex commercial agreements and joint ventures that deliver both competitive financial returns and public outcomes.
- Ability to constructively and materially challenge assumptions in sustaining a high value, high yielding investment portfolio (c £10m annual income).

Leadership and Management

- A collaborative leader who can foster a high-performing, diverse team and drive cultural benefit across the organisation.
- Significant experience successfully working as a member of a senior management team.
- Proven ability to lead organisational and cultural change programmes.
- Track record of providing strong and effective leadership, setting vision and direction, and inspiring teams to achieve strategic objectives.
- Experience in managing and developing senior managers and professional staff across multiple disciplines.

Communication and Relationship Management

- Strong political awareness and proven experience working with elected Members.
- Ability to develop influential networks with senior stakeholders regionally and nationally.

- Evidence of representing an organisation at external forums, including government departments and sector bodies.
- A track record of leading transparent and inclusive community consultations for sensitive property developments, ensuring resident voices shape the future of their neighborhoods.
- Excellent communication skills, both written and verbal, with the ability to constructively engage diverse audiences.

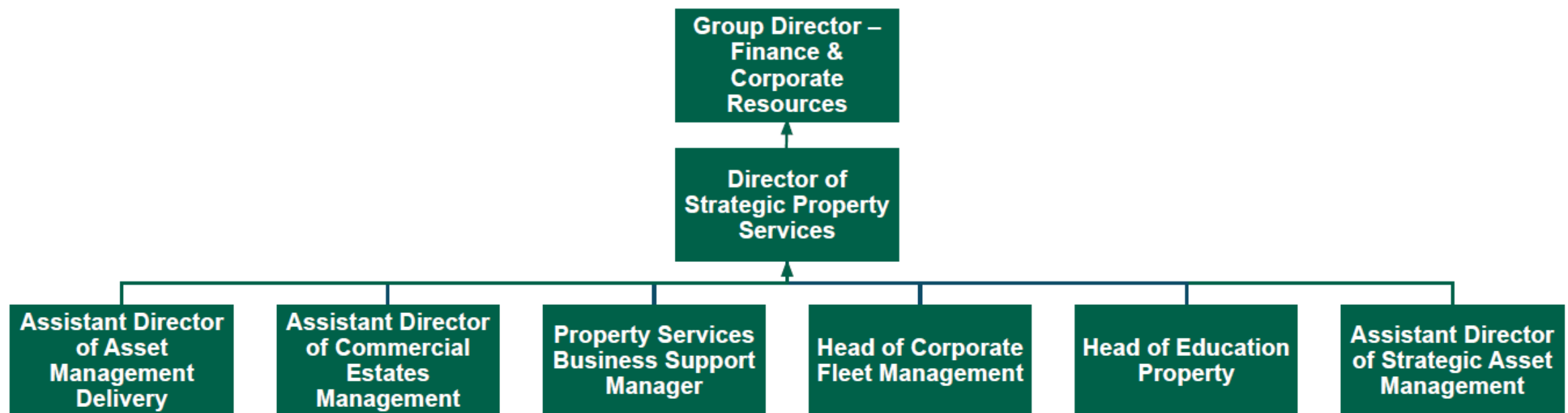
Resource Management

- Experience in managing large budgets and aligning resources to corporate priorities.
- Evidence of delivering value for money in property-related projects and programmes.
- Track record of preparing and presenting complex business cases and reports to Cabinet, Members and senior officers.

General

- Demonstrable commitment to Hackney's vision and values, including sustainability, equality, diversity and inclusion.
- Strong understanding of local government, its financial, legal and political context, and the challenges of delivering services in a multi-cultural inner-city environment.
- Customer-focused approach, with the ability to balance political, financial and community drivers in decision-making.

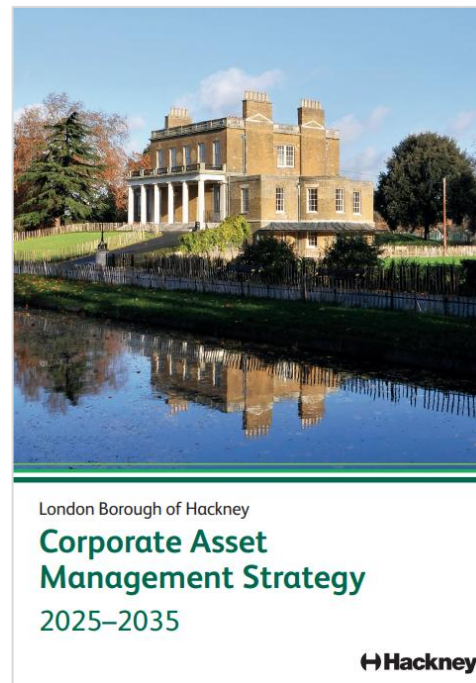
Strategic Property Structure Chart



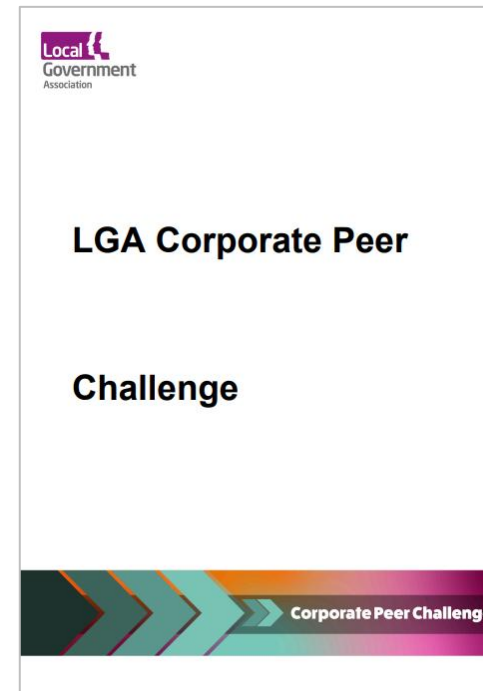
Further Reading



[Hackney's Strategic Plan 2024](#)



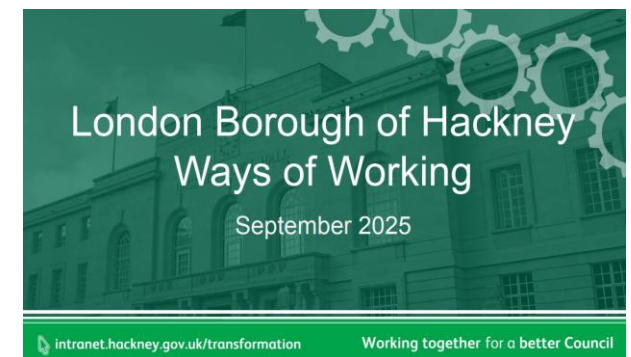
[Hackney's Corporate Asset Management Strategy](#)



[Corporate Peer Challenge LGA Progress Review](#)



[Strategic Plan 2022-26 Delivery Summary 2022-26](#)



[Ways of Working](#)

How to apply?

This guidance contains important information to help with your application:

Please apply by submitting a **CV and Cover 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; where there are essential criteria, competencies and/or qualifications please 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 via our website.

Please upload 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.

Asking for adjustments: we're committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to consider doing anything differently during the application, interview, or assessment process, including providing information in an alternative format, please contact us.

To apply for this role, please visit the following link to upload your CV and Cover Letter: <https://execroles.penna.com>

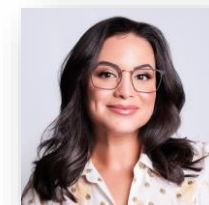
Aptitude and Disposition

Applications deadline 26 April - 11:59pm

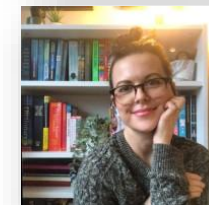
1st Stage Interviews 7-8 May 2026

Final interviews 21-22 May 2026

Dates may be subject to change depending on stakeholder availability, but candidates will be kept informed with the most up-to-date information at all times. For questions or an informal discussion, please contact:



Bruna Varante
on 07858 306725 or email:
bruna.varante@penna.com



Ali Tasker
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Dawar Hashmi
on 07772 368388 or email:
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We work with integrity, imagination, and determination to ensure every placement is the right fit. Whether you are looking for leaders who can deliver major change initiatives, champion high performance cultures, or build stronger partnerships with communities and stakeholders, our specialist team will help you find the talent who can turn vision into reality.

At Penna, we don't want to just fill roles, we want to build leadership that delivers stronger, fairer, and more sustainable communities.

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Thank you for your interest in the role.

