

# Head of Regeneration

**RBWM Property Company Ltd**

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**Permanent, full time, based in Maidenhead, Berkshire  
Salary up to £80,000 plus benefits.**





The RBWM Property Company Ltd is committed to ensuring that it is a place that works for all its residents and not just the privileged few.





# About us

**Home to Windsor Castle, Eton College and Ascot Racecourse, the Royal Borough of Windsor and Maidenhead is an attractive, but very expensive place to live.**

To help tackle local affordability and supply issues, The Royal Borough of Windsor and Maidenhead established a wholly owned private limited company to coordinate regeneration, development and property work on behalf of the council.

Working with joint venture partners, we develop homes for market sale and market rent as well as providing affordable housing options for people who live and work in the borough, with a priority focus on key workers who are not able to access housing through private rent or homeownership. Our property portfolio provides a sustainable long-term income and a valuable asset base.

We aspire to grow and our diverse development pipeline now comprises over 4,000 homes which are made up of joint venture sites and our own affordable development programme. As well as delivering new build properties we also refurbish or redevelop existing council assets.

Together with the council, we are committed to ensuring that the borough is a place that works for all its residents, not just for the privileged few. That means great schools, good job opportunities and affordable homes.

# An exciting time in the Royal Borough

**The Royal Borough of Windsor and Maidenhead is undergoing substantial development, especially in Maidenhead which is enjoying an unprecedented period of growth and change.**

We are acting on behalf of the council throughout the regeneration and development process, providing a professional support team. The Head of Regeneration role is key to helping deliver this ambitious programme which includes delivering around 1,200 new homes on several council-owned sites and a further 2,000 new homes at Maidenhead Golf Course.

The exciting regeneration of Maidenhead will provide something for everyone, with new space for offices, leisure, heritage and entertainment as well as parks,

waterways and open spaces. The potential of Maidenhead has already attracted a high level of interest and investment. The Town Centre is well connected by road, rail, river and air. When completed the new Elizabeth Line (Crossrail) will increase connectivity to London and the potential for businesses to relocate to Maidenhead.

All of these exciting initiatives are steered by the council's masterplan, which is led by a strong sense of civic pride and an ambition to build a town for everyone.

## To apply for the role...

Please email your CV to [jobs@oceanedge.biz](mailto:jobs@oceanedge.biz)

The closing date is Monday 30 November, 2020 at 12 noon.

Interviews will take place on Friday 18 December 2020. If you would like a confidential chat about this opportunity, please contact Phil Foster at Ocean Edge Executive Search on 023 8000 1153.

# Our vision and values

**Our vision is to deliver a regeneration programme of residential and commercial assets for the borough with a focus on affordable housing.**

**Integrity and openness in everything we do**

Working for RBWM Property Company means being inspired to achieve success and create exceptional opportunities for our partners, our staff and our customers. We are an organisation with the utmost care for health, safety and environment for everyone who works for and with us. We carry a responsibility to listen, and it is this strength of ours that sets us apart and remains crucial to the ongoing success of our long-term partnerships.

We value honesty, openness and fairness and are focused on quality in everything we do.

We have set high standards for the future to remain passionate and committed to every area of our work and will always remain accountable and responsible throughout our relationships.

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**Collaborative – we are one team**

Enjoying what we do is fundamental! We champion enthusiasm and positivity to deliver on our vision. Our relationships have been essential to our success over the past 3 years. When you partner with us you become part of Team Prop Co. Together we will achieve our shared ambitions.

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**Personal ownership, responsibility and forward thinking**

We take the initiative to bring about positive results. This means not waiting for others to act, and caring about the outcome. It is being accountable for the results of our actions that are of the highest quality and delivered on time. Taking ownership shows others that they can trust you to do the right thing.

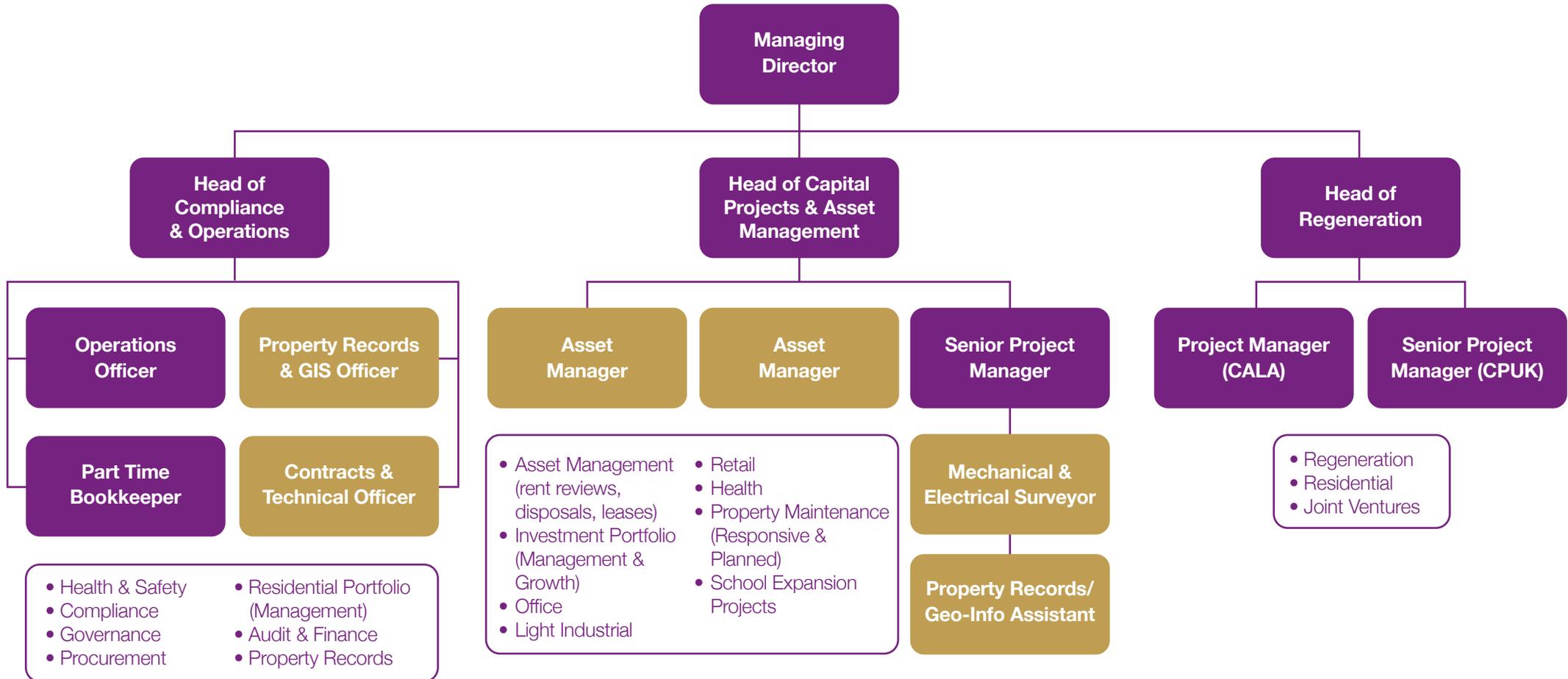
We positively encourage ideas and innovation, which enable us to inspire, pioneer and lead on new ways of working. We embrace solutions that challenge the status quo.

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**Creative and customer focused**

We are keen to do much more to meet local housing need while providing good services, building more homes and generating year on year growth. We want to delight customers by providing a consistently good service experience. To achieve these outcomes, we know our business must be fit and nimble. That is why we are also focused on creating a strong growing business, with connected systems and efficient processes that provide a great place to work.

# Staff structure 2020



Employed by Council – line managed by Property Company

Property Company Staff



# What an opportunity!

## **This is an exciting opportunity to play a leading role in the regeneration of a Royal Borough.**

You will be responsible for managing all residential development programmes, securing new opportunities and ensuring schemes meet standards and achieve targets.

As well as a highly competitive salary you will benefit from;

- Local Authority Pension Scheme administered by The Royal County of Berkshire Pension Fund.
- 28 days annual leave plus Bank Holidays plus the option to buy, sell or bank Annual Leave.
- Enhanced maternity and paternity leave.
- The opportunity to develop skills through training.
- RBWM Select, an online portal that offers discounts at many major retailers and service providers via reloadable cards, cashback and online discounts, plus an online holiday booking engine, weekly flash sales emailed directly to you and Spree Plus MasterCard with cashback on your purchases.
- Eye Care voucher.
- Season ticket loan.
- Employee assistance programme.



# Detailed role profile/ job description

**Role: Head of Regeneration**

**Salary: £80,000 + benefits**

**Team: Development**

**Reporting to: Managing Director**

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## **Purpose of the role**

As Head of Regeneration for RBWM Property Company Ltd, which is a wholly owned company of the Royal Borough of Windsor and Maidenhead, you will play a key role in transforming the housing landscape of the local area.

You will oversee and deliver a large regeneration programme; ensuring all schemes meet required standards and strategic targets, whilst identifying and securing new development opportunities for the private market and sub-market rented accommodation.

## Key responsibilities

1. Monitor performance and contribute to the development of strategy, policy and standards across all functions and services.
2. Provide leadership to colleagues within the development team ensuring that realistic but challenging business growth and investment targets are set and achieved. Ensure the team is following the Business Plan.
3. Manage the Residential Development Team in all respects including absence management, performance appraisal, personal development and disciplinary matters.
4. Lead on the operational, development and management of all residential-led Joint Venture Partnerships with an informed view of the external business environment.
5. Provide timely and accurate reports to the Board on programme delivery and keep them apprised of departmental performance and procedures, risks, new legislation and policy reviews.
6. Make recommendations for new projects after effective liaison, collaboration and involvement with relevant colleagues.
7. Deliver the Company's Investment aspirations and new build development programme.
8. Develop and maintain stakeholder relationships, particularly within the local authority and Joint Venture Partners.
9. Identify, appraise and check all new business residential development opportunities providing comprehensive business cases summarising strategic and organisational fit, options, costs, exit route, risks and rewards.
10. Take responsibility for major and/or complex new business opportunities.
11. Provide high quality and effective service in line with the Company's core values and vision.
12. Control budgets and capital receipts for new schemes and work closely with the finance team to maintain accurate management accounts.
13. Maintain positive working relationships with other colleagues to ensure the effective delivery of the business, seek opportunities to add value and increase efficiency.
14. Seek continuous improvement in service delivery through appropriate benchmarking and regular service review.
15. Monitor and proactively manage risk arising from new business activity.
16. Authorise BACS, cheques and CHAPS payments when required.



# Person Specification

## Education and Qualifications

- Educated to degree level or appropriate professional qualification with a management qualification and RICS relevant pathway.

## Experience, Knowledge and Understanding

- Significant experience in Joint Ventures with the public and private sector, specifically working on large regeneration projects.
- Significant experience in a senior development role with a track record of success in delivering new business and growth.
- Experience working with Board members and committees.
- Experience in managing organisational performance framework to achieve corporate business plans.
- Experience in formulating and implementing strategy and delivering results.
- Evidence of business planning, risk management and managing substantial budgets successfully.
- Knowledge of legal, regulatory and inspection frameworks governing services provided by the company.
- Track record of success and innovation in a senior management position.
- Private and Public Sector experience in terms of land, planning, & project management.
- Ability to undertake financial appraisal on schemes, demonstrating residual land valuation process, and also long term investment profiles.
- Familiarity with financial models, business assurance and performance management systems.
- Experience of the planning process for residential development.
- Understanding of property valuation and the generation and application of value in project development.



## Job Related skills

- Excellent communication, presentation, negotiation and influencing skills.
- Ability to show resilience in handling conflict.
- Ability to empower and enable others.
- Ability demonstrate management/leadership skills.
- Ability to drive strategies to a successful conclusion.
- Able to actively consult and listen to others.
- Commitment to representing the company positively and professionally both internally and externally.
- Diplomatic, sensitive and confidential.
- Able to adapt positively to change.
- Ability to adopt a flexible approach to the requirements of the job.
- Ability to demonstrate business acumen and commercial awareness.
- Ability to communicate regularly and openly and persuade and achieve co-operation of others.

## Personal Skills

- Proven leadership skills.
- Effective negotiator.
- Commitment to the personal development of self and colleagues.
- Innovative and entrepreneurial.
- Effective networking skills and the ability to create and develop networks and partners.
- High standards of personal and professional integrity.
- Enthusiasm, resilience, resourcefulness and a high degree of personal drive.
- Ability to work flexibly to meet the demands of a senior position with the company.
- Commitment to equality and diversity in employment and service delivery.
- Driving licence (preferably clean) and access to a vehicle.
- Able to undertake national and regional travel as necessary.
- Ability to work flexibly and attend meetings out of hours.

# Competencies

## Strategy and Vision

- Applying and maintaining ethical standards.
- Creating S.M.A.R.T objectives.
- Identifying opportunities and risks and acting accordingly.
- Proposing strategies/being more proactive.
- Delivering change and improved efficiency.
- Planning the future of the service in the light of external/internal influences.
- Establishing a framework of key activities through which the strategic plans of the organisation can be achieved.
- Thinking tactically about when to apply strategies.
- Evaluating complex options.

## Leading and Developing

- Leading by example.
- Aligning the organisation.
- Developing a culture that encourages team work.
- Delivering best practice.
- Devising a learning & development programme for teams and individuals.
- Finding out what people want to do and encouraging them to do it well.
- Creating the right environment for learning.
- Coaching staff to improve performance.
- Eliminating roadblocks to ensure targets and objectives are met.
- Identifying individual/diverse development needs.
- Giving clear direction and guidance, shaping efforts towards a common goal.

## Communicating and Influencing

- Influencing people and change management processes by role modelling desired new behaviours.
- Seizing opportunities to keep their own ideas on the agenda by getting colleagues to promote them.
- Understanding and using political (with a small 'p') tactics to maximise corporate influence and/or to protect our position.
- Using techniques to control situations that maximise corporate goals.
- Producing clear, easily understood, well-researched documents in an appropriate format.
- Maintaining empathy with people's concerns whilst having a constructive approach to problem solving.
- Conveying information regularly in line with our values and objectives.
- Encouraging others to use their initiative.
- Encouraging people to 'do the right thing'. Influencing people and change management processes by role modelling desired new behaviours.

## Customer Focus

- Anticipating our customers' needs and looking for opportunities which will benefit all parties.
- Developing services to meet our customers' needs and in line with our corporate plan.
- Measuring and using customer satisfaction.
- Striving to provide and promote a service that sets RBWM above others.

## Flexibility/Adaptability

- Planning for and managing change effectively.
- Creating an environment where change is seen as positive and embraced.

## Organising Self and Others

- Setting achievable and reasonable deadlines and producing an action plan.
- Managing multiple tasks effectively.
- Allocating work appropriately and empowering teams to complete tasks/work.
- Organising time to best advantage.

## Team Working

- Creating an effective team by design.
- Recognising, managing and proactively resolving conflict.

## Judgement and Decision Making

- Thinking of the big picture and considering long-term business strategy when making decisions.
- Assessing the feasibility and effectiveness of alternatives.
- Accepting ultimate responsibility.
- Balancing risk and reward.
- Identifying underlying causes for a situation occurring and taking action to resolve it.
- Involving the right people to make the right decisions.
- Seeking out barriers to success and finding ways to overcome them.
- Weighing up alternatives and knowing when to take a calculated risk within Company policy.
- Taking corporate objectives into account when making decisions – 'the buck stops here'.

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## **Ocean Edge Executive Search**

Tel **023 8000 1153**

Email **jobs@oceanedge.biz**

**www.oceanedge.biz/rbwm**

**OCEAN EDGE**  
EXECUTIVE SEARCH

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