



Job Description

Job title:	Strategic Asset Management Lead
Responsible to:	Development Director
Purpose of the post:	To support Hastoe's 'right homes, right places' objective by leading a strategic, evidence-based approach to asset management, ensuring decisions on investment, redevelopment, retention and disposal maximise resident and organisational value.

Key areas of responsibility:

- Developing and maintaining a strategic asset management approach that aligns asset decisions to the Business Strategy
- Reviewing and risk assessing existing urban estates to prioritise and evaluate assets for redevelopment, disposal or retention.
- Contributing to a strategic growth analysis, considering geographic fit and areas to target growth.
- Ensuring strategic recommendations reflect regulatory compliance requirements (including building safety and landlord obligations), and contributing to corporate risk management by identifying, evaluating and mitigating asset-related risks.
- Carrying out options appraisals based on agreed criteria and financial modelling using lifecycle costing and net present value assessment.
- Coordinating and progressing agreed options such as disposals, stock swaps and other transactions—working with internal stakeholders and external advisers (valuers, agents and solicitors) to move from recommendation through to completion.
- Identifying and appraising infill development opportunities (including garages and estate land) and supporting the progression of planning applications and pre-application engagement with local planning authorities.



- Developing marketing strategies for disposals and land/development opportunities, including target buyer identification, route-to-market recommendations, sales particulars inputs and coordination with agents.
- Supporting the Development Director in writing high-quality reports and recommendations for Executive Team and Board as required; presenting complex analysis clearly for non-technical audiences.
- Working collaboratively with internal teams (Development, Property Services, Housing, Finance and Sales) and external partners to progress options and manage dependencies.
- Reviewing geographical spread of existing stock portfolio with a view to optimise service delivery.
- Leading on negotiating and progressing extensions/variations of existing head leases where required to protect value, manage risk and enable investment, disposal or redevelopment options.
- Supporting the Strategic Asset Management Task & Finish Group and ensure relevant Board members are suitably furnished with updates and key information.

Organisational responsibilities:

1. Uphold and be a champion for the Hastoe Group Purpose, Vision and Values.
2. Act at all times within the Hastoe Group's Policies, Procedures, Standing Orders and Financial & System Regulations.
3. Participate in agreed internal and external training and events.
4. Carry out other duties as may be reasonably assigned from time to time.

This job description is an accurate reflection of the duties of the post at the time of writing but may be changed from time to time to meet the changing requirements of Hastoe.



Person specification

Attributes	Essential	Desirable
Education and training	• Educated to 'A' Level standard or equivalent. • HNC in Construction/ Built Environment.	• Educated to degree level or equivalent. • Membership of the RICS, CIOB or similar membership body with relation to the built environment • Knowledge of leasehold legislation
Skills and experience	• Previous experience of working within the building sector, with a thorough knowledge of the related regulations and legislation. • Ability to carry out financial net present value appraisals • Experience of working in the social housing environment • Experience of obtaining planning pre-application advice and planning permissions • Experience of contract management. • Excellent communication skills, both verbal and written. • Meeting budgets and deadlines. • Able to analyse information and make decisions and recommendations. • Computer literate.	• Good presentation skills. • Well-developed IT skills. • Well-developed negotiating and influencing skills.
Personal qualities	• Customer Inspired: A positive approach to customer service (for both internal and external customers). • Open and Transparent: Able to listen, learn and improve. • Professional: Able to take ownership of your actions and cope well under pressure. • Passionate: Able to go the extra mile to find solutions and meet deadlines. • Enterprising: Willing to seek new learning experiences. • Understanding of and interest in the housing development field. • Able to use own initiative and work with minimum supervision.	• Problem-solving skills. • Ability to demonstrate empathy whilst balancing the aims and objectives of the social housing sector and Hastoe Housing Association.



	• Able to build and maintain good working relationships with a range of people. • Flexible approach to overcoming obstacles and opposition. • Understanding of and commitment to achieving Equal Opportunities in relation to staff management and service delivery.	
Personal Circumstances	• Able to undertake the necessary travel throughout the relevant regions. • A valid UK driving licence. • Able to work outside of normal office hours on an infrequent basis.	