



Candidate Prospectus

Senior housing roles

Housing, Neighbourhoods
& Communities



Brighton & Hove
City Council

Contents

Introduction	3
Welcome message from Rachel Sharpe, Executive Director Housing, Neighbourhoods & Communities	4
About the city	5
About the council	6
Our leadership and organisation	7
Organisation structure chart	8
Housing structure chart	9
The roles and how to apply	9

Introduction

A city to call home

Now is a great time to join Brighton & Hove City Council as we expand our housing leadership team to deliver our ambitious strategic plans for housing.

We're looking to fill five senior housing positions to help deliver Brighton & Hove's plans focussing on improving housing supply, reducing homelessness, achieving carbon reductions and improving the services to our tenants and leaseholders.

As a member of our new leadership team, you'll be delivering transformative change to improve access to good quality housing, provide excellent housing services and reduce homelessness and rough sleeping.

We have exciting new roles and are recruiting for:

- **Assistant Director Housing Needs & Supply**
- **Head of Homelessness & Housing Options**
- **Head of Tenancy Services**
- **Head of Repairs & Maintenance**
- **Head of Housing Investment & Asset Management**

As a senior manager, you'll have the crucial role of working with and supporting elected members, senior officers, and partners in the city to help implement the council's strategic vision of a 'city to call home', underpinned by the priorities in our 2020-2023 Corporate Plan.

With one of the most ambitious new council home building programmes in the south east, increasing demand on our homelessness services and the ongoing development of our recently brought in-house repairs & maintenance service through and beyond Covid, there are challenges ahead.

We'll need strong leaders with a passion for delivering high quality housing services that make a real difference to the local community.

You'll have the ability to be resolute in a complex operating environment and the leadership skills to deliver transformative change to help us:

- **Reduce homelessness and rough sleeping**
- **Improve council housing**
- **Provide genuinely affordable homes**
- **Improve private rented housing**
- **Make better use of existing housing**

We look forward to hearing from you.

Welcome message from Rachel Sharpe, Executive Director Housing, Neighbourhoods & Communities

Thank you for your interest in this role

Brighton & Hove is a great place to live, learn and work. Our diverse and vibrant community is passionate about our city and there's a shared commitment to celebrating and promoting all that makes Brighton & Hove so unique.

In common with all cities in the country, the city's success masks considerable and significant issues related to poverty, inequality and fairness for many residents. We deliver our services against a backdrop of huge reductions in local government funding, rising demand, and the continuing impact of COVID-19.

Working for Brighton & Hove City Council means you'll also be joining an organisation that's active in the community and developing its transformative journey so we can continue to do the best for the city.

Our goal is to deliver a fairer city with a sustainable future through the six key outcome areas of:

- **A city to call home**
- **A city working for all**
- **A stronger city**
- **A growing and learning city**
- **A sustainable city**
- **A healthy and caring city**

We strive to work with others to support individuals and communities to flourish, have a sense of connectedness to each other and the city, and live fulfilling lives free from discrimination and harm.

For housing services, our key areas of focus include:

- increase the number of homes delivered through council and city housing programmes
- work with partners internally and externally to tackle homelessness and rough sleeping in the city
- develop our in-house responsive repairs service for council homes
- ensure we are doing everything possible to support the council's ambitious target to be carbon neutral
- ensure the voice of tenants, leaseholders and the wider community is at the heart of everything we do

In return for your contribution and commitment, we offer a friendly and welcoming place to work, with a competitive salary and benefits package, and a team of talented staff who all care deeply about the city they serve. Our offer to you is encapsulated in our 'People Promise'.

Brighton & Hove is a city with deep-rooted shared values of compassion and respect and, as an employer, we want to see this diversity reflected in our workforce. We believe that employing a rich mix of people from a range of different backgrounds with fresh ideas and different perspectives is key to enabling us to continually improve our services to the diverse communities we serve.

If you share our ambition and are passionate about delivering excellent housing services to the residents of our diverse city, we'd love to hear from you.

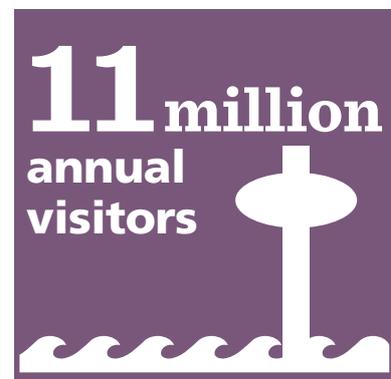
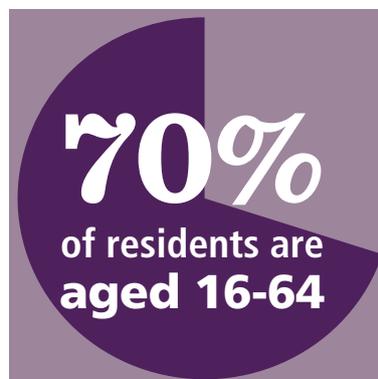
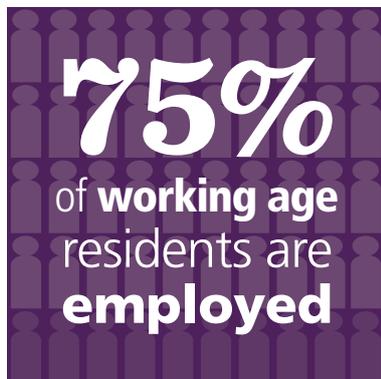
Rachel Sharpe

Executive Director Housing, Neighbourhoods & Communities

The city



Today the city has...



The city economy has experienced **strong growth** in recent years:



14,300 jobs have been created since 2011, and there are **2,700 more businesses** in the city compared to 2012.

The council

The council was formed as a unitary authority in 1997. We are governed through a committee system and have been led by various minority administrations since 2003.

Currently we have:



Our administration

The Green Group of councillors form the administration.

Five policy committees

- Children, Young People & Skills Committee
- Environment, Transport & Sustainability Committee
- Housing Committee
- Policy & Resources Committee
- Tourism, Equalities, Communities & Culture Committee

Two recognised trade unions

- Unison and GMB

Our leadership and organisation:

Operationally the council is organised into five directorates, commissioning and delivering around 700 services. Our business support services are delivered jointly with East Sussex County Council and Surrey County Council through the innovative Orbis Partnership.

The directorates are:

- **Economy, Environment & Culture**
- **Families, Children & Learning**
- **Governance, People & Resources**
- **Health & Adult Social Care**
- **Housing, Neighbourhoods & Communities**

The day to day leadership and management of council operations, such as managing council resources, commissioning and providing services, are delegated to the Executive Leadership Team (ELT).

The team is formed from each executive director and the Chief Executive Officer, with other council officers or partners invited to attend when needed. The Director of HR & Organisational Development and Chief Finance Officer are also permanent members of ELT.

They meet weekly and work closely with stakeholders to ensure good corporate governance, develop corporate strategies, and implement the council's policies and priorities.

Leadership Network

In this role you will be an active member of the council's Leadership Network.

The Leadership Network consists of the top 100+ senior managers in the council, including the Chief Executive, directors, assistant directors and heads of service.

As a member of this council-wide network you will contribute to developing organisational strategies that support the council's overall strategic vision and corporate priorities, collaborate on cross-cutting work and provide support and challenge to your colleagues.

Chief Executive Officer





For details of the posts and how to apply, visit www.brighton-hove.gov.uk/jobs or contact:

Post	Contact
Assistant Director Housing Needs & Supply	Kelly Ridley kelly.ridley@penna.com 07709 512415
Head of Homelessness & Housing Options	Jordan Mumford Jordan.Mumford@penna.com 07873 625668
Head of Tenancy Services	Jordan Mumford Jordan.Mumford@penna.com 07873 625668
Head of Repairs & Maintenance	Aaron Thomas Aaron.thomas@penna.com 07709 505403
Head of Housing Investment & Asset Management	Aaron Thomas Aaron.thomas@penna.com 07709 505403