

## **Role outline & Purpose**

### **Executive Director Homes and Communities**

Camden has never been a place that ignores or accepts injustice. Alongside the council, Camden's communities, citizens and partners have a rich history of coming together to bring about real social change. In March 2022, we published We Make Camden – our refreshed community vision for the future of our borough. It sets out what we want to achieve with our partners and our communities and how we will share power and lead together.

Camden is a purpose-led and mission-oriented organisation. Our four Missions represent our cross-cutting ambitions for our future – requiring deep partnership across sectors as well as drawing on the insight, creativity and ambition of our communities. Through our Missions we have the opportunity to find new allies inside and beyond Camden – including developing our strong collaborative working with national Government.

Camden is entering a new chapter. As we reshape our leadership structures, we are creating space for bolder thinking, deeper resident connection, and purposeful collaboration that places communities at the heart of public service.

We know that housing is more than a service that focuses on the fabric of a building. Housing is the cornerstone of a healthy and flourishing life for individuals, their families and their communities. Our Estates are places of deep connection and belonging – but also require significant investment to maintain and improve. There is a nationally recognised crisis in the supply of housing. This is most acute in London and at its very sharpest in inner London boroughs, including Camden. The numbers of people in temporary accommodation who are unable to find any home has more than doubled since 2016. It is therefore essential to own, build and acquire the right kind of homes to best meet the needs of individuals, families and communities in the borough. At the same time, we recognise the importance of a wider package of support to those who need it the most and so, this role will lead our work around welfare, debt and financial resilience.

We are now seeking an exceptional Executive Director Homes and Communities: a leader with the credibility, drive and vision to lead one of the UK's largest and most ambitious social landlord portfolios. This newly created role will provide the strategic leadership to centre the voice and experience of tenants, families and communities in everything we do while continuing to respond to increased regulation, surging housing demand, and Camden's significant asset base.

## Executive Director Homes and Communities: job specific accountabilities

- The Executive Director Homes and Communities will be part of Camden's Corporate Management Team, playing a key leadership role across the council and wider partnership landscape.
- Lead landlord services for over 30,000 homes and champion excellent services for tenants, leaseholders, and vulnerable residents.
- Ensure Camden meets the new regulatory standards for social housing, with a focus on transparency, safety, and accountability.
- Drive integration of welfare, homelessness prevention, temporary accommodation, and financial resilience work—placing the needs of individuals and families at the centre.
- Maximise the value of Camden's housing and property assets
- Lead long-term strategic investment in housing quality, estate regeneration and net-zero delivery.
- Oversee asset management, capital delivery, repairs and maintenance functions, ensuring maximum value from Camden's multibillion-pound property base.
- Bring innovative thinking to how assets can be used to unlock wider benefits from community spaces to climate impact and inclusive growth.
- Align Housing and Property services ambitions with Camden-wide levers like Good Work Camden, the Community Wealth Fund, and progressive procurement.
- Develop a culture of continuous learning, experimentation and adaptations to the system within the Homes and Communities directorate.
- Create a truly inclusive organisation and lead by example to support and encourage diversity in all respects, including diversity of thinking within the workplace and in the delivery of our services.
- Create strong relationships with strategic partners such as Social Housing Regulator and the Housing Ombudsman that enables the Council to work across the whole system to achieve the greatest outcomes for our residents.
- Bring together services to increase operational capacity around tackling poverty and debt.

## Executive Director of Homes and communities: Person Specification

- Impressive track record at a director level within local government or a comparable sector.
- It is essential that the person appointed shares the same core values and level of ambition as set out in We make Camden.
- Must be able to demonstrate experience of significant innovation and challenge to conventional management logic.
- Must be able to demonstrate significant organisational achievements and understanding of culture within organisations.
- Must have a good understanding of the Housing context and challenges in local government, including the new Housing regulations.
- Must have a good understanding of the political, social, and economic context and challenges in local government in Camden and across London.
- Must have a collaborative personal style, highly effective interpersonal skills including strong emotional intelligence; and highly effective presentational skills.
- Must have a coaching / developmental leadership style that fits our sense of shared leadership responsibility and empowered organisational culture.
- Must have excellent analytical skills and an aptitude for complex problem solving.
- Possess an evidence-based approach to developing Housing strategies and policies
- Must be able to champion the pursuit of diversity and inclusion and demonstrate a record of accomplishment of this.
- Proven leadership of high-performing teams and complex portfolios, with an ability to navigate risk, ensure compliance, and deliver transformational change.
- Deep understanding of the housing and property landscape—across landlord services, homelessness, capital investment, asset management and housing policy.
- Strong political acumen, with a track record of working credibly with elected members, central government, regulators, and community stakeholders.
- Commitment to resident voice and co-production, with a belief in equity, dignity and shared responsibility as the foundation for public service.