

Job Profile comprising Job Description and Person Specification

Job Description

Job Title: Head of Regeneration (Winstanley York Road)	Grade: MG3 / MG4 linked grade
Section: Regeneration and Development	Directorate: Growth and Place
Responsible to following manager: Director of Housing Development and Place Delivery	Responsible for following staff: Up to fifteen staff
Post Number/s: RWH7111	Last review date: July 2025

Working for the Richmond & Wandsworth Better Service Partnership

We're Richmond & Wandsworth Better Service Partnership, the shared public service team for Richmond and Wandsworth Councils. Like any local authority, our role is to deliver the agenda of our elected members on behalf of the people who live and work in our part of the world. We deliver key services to our communities including social care, public health, children's services, housing and regeneration and environmental and community services.

Our joint workforce creates efficiency and resilience by bringing more creativity to the way we work, more objectivity and adaptability too, helping us deliver better services for all our residents.

We're here to help our communities thrive in a changing world, and to be there for the people who need us most we believe we need to keep adapting. That's why, at Richmond & Wandsworth Better Service Partnership, you'll be at the forefront of innovation in local government, and we'll invest in you and offer you opportunities to grow in a way only our unique organisation can.



Job Purpose

Wandsworth are on an exciting journey of investment in our borough through our decade of renewal. Coordinated place-based initiatives are key: uniting the expertise and insight of all teams within the council, our key delivery partners & community groups to create the best outcomes for our residents.

We are seeking an experienced, tenacious and innovative Head of Regeneration to take responsibility for the development and delivery of large-scale, mixed-use regeneration plans for specific estates, sites and areas in Wandsworth as part of the Council's wider place-based approach to renewal

This role is critical in ensuring a joined-up approach across all council departments, as well as external partners, to develop a programme of renewal that responds to the aspirations of local communities, improving well-being and local growth, to ensure that Wandsworth remains a great place to live.

The post currently has lead responsibility for all aspects of the development and delivery of regeneration plans for the Winstanley and York Road estates in Clapham Junction.

Specific Duties and Responsibilities

1. Lead on the development and implementation of proposals for the physical regeneration and development of the estate(s), focusing primarily on council-owned sites and including new build housing and mixed use development.

Development of Regeneration Proposals:

2. Responsible for the development of detailed masterplans and delivery plans that set out the rationale for and approach to regeneration and the steps required for successful delivery. This will include identifying and addressing any planning, decant, logistical, legal, financial, procurement and partnership matters.
3. Champion a collaborative approach to Council Departments to ensure that the regeneration plans factor in corporate objectives and Council requirements, including those set out in relevant plans, policies, strategies and standing orders.

4. Lead on the development and submission of a comprehensive and detailed planning strategy and any associated planning applications to ensure delivery of the regeneration plans. This will include, but not be limited to:

a. Ballot

- i. Responsibility for developing a detailed and comprehensive Resident Offer.
- ii. Leading on timely and constructive discussions with the Greater London Authority to ensure compliance with all resident ballot requirements.
- iii. Responsibility for overseeing a resident ballot across the agreed ballot area

b. Planning Application (subject to a positive ballot outcome)

- i. Leading on timely and constructive discussions with the LPA during the pre-application process, responding to feedback and generating buy-in.
- ii. Responsibility for the development, oversight and coordination of a comprehensive engagement and consultation strategy, ensuring opportunities for resident and stakeholder co-design, to ensure buy-in to regeneration plans at all levels.
- iii. Responsibility for the development of a robust phasing strategy to ensure that the regeneration proposals can proceed in a timely and cost-effective way, paying particular attention to the Council's commitment to a one-move offer.
- iv. Responsibility for the development and delivery of a comprehensive strategy for the decant and buying back of property (both residential and commercial) in order to secure vacant possession of land in accordance with the phasing plan.
- v. Responsibility for the development and delivery of Environmental and Sustainability, Transport, Energy,



Landscape and Play, Heritage any other necessary strategies to ensure full compliance with planning requirements.

- vi. Working closely with the Council's Regeneration Consultant to ensure that all regeneration plans are financially viable.
5. Leads on the development and implementation of a comprehensive and detailed delivery strategy for the delivery of the regeneration plans, which will include but not be limited to:
- i. Developing a comprehensive delivery programme to ensure adherence to key delivery milestones.
 - ii. Working with the Head of Regeneration (CPO Acquisitions) to implement actions required to proceed with applications for Compulsory Purchase Powers and any required Consents to enable the scheme to proceed.
 - iii. Working with the Director of Housing Services to take lead responsibility for the decant of council tenants from affected areas, including agreement of policies and payment of compensation where appropriate.
 - iv. Developing a detailed Land Assembly strategy to identify ownership of all land within the red line and commercial negotiations and/or appropriation as required to facilitate delivery of the regeneration plans.
 - v. Overseeing the timely demolition of all necessary buildings and structures, in accordance with all necessary Health & Safety, Planning and Environmental requirements, to facilitate the construction of all new buildings and public realm.
 - vi. Overseeing the construction of all new buildings (both residential and non-residential) and public realm in accordance with all relevant Health & Safety, Building Control, Planning and Environmental requirements.

6. Responsible for the specification, procurement and ongoing management of all consultant and specialist support required to ensure that the development and implementation of the regeneration plans, as outlined above, are carried out to the highest standards and within agreed timescales.
7. Programme Governance: Responsible for ensuring robust governance arrangements are in place to oversee regeneration projects, including appropriate and timely reporting and decision making within the programme
8. Budgetary responsibility: Directly responsible for the Housing Revenue Account (HRA), grant and other finance secured to deliver the housing elements of the regeneration programme. Supervisory/ matrix responsibility for other capital elements of the scheme including but not limited to new General Fund (GF) supported facilities, highways and other infrastructure. Estimated total investment £1.2bn. Responsible for establishment and salary budgets associated with the programme delivery team.
9. Communications: Direct responsibility for programme communications with estate residents and the immediate stakeholder community to ensure effective and timely sharing of proposals and delivery plans and drive comprehensive engagement. Matrix responsibility for corporate communication and promotion of the programme across wider channels, highlighting its contribution to the council's decade of renewal.
10. Corporate Governance and Decision Making: Prepare Cabinet papers, reports for project boards, senior officers and The Leader/Cabinet Members as required to report on the progress of regeneration project and wider renewal plans; making recommendations as appropriate to ensure that regeneration projects are taken forward in an effective and timely manner.
11. Undertake regular briefings with The Leader, Cabinet Members, Ward Members and MPs to ensure regeneration and wider renewal plans are developed in line with the administration's priorities and that members have a clear line of sight on the emerging programme.

12. Line Management: Overall Management responsibility for a dedicated team of operational and technical Project Officers, including the line management of the Regeneration Team Manager and Project Manager, as well as the matrix management of a Specialist Housing Occupational Therapist and Acquisitions Officer.

13. Facilities management: Matrix responsibility for the day to day management, operational and environmental safety of programme offices based on the estate(s)

Additional Duties and Responsibilities to drive a Place-Based approach to delivery

- Lead a joined-up approach to service delivery by actively encouraging on going collaboration between a range of council teams.
- Continuously promote a community-focused approach to all aspects of the development and delivery of regeneration plans, ensuring that all perspectives are heard and included.
- Identify and implement opportunities for co-design across all residents and key stakeholders.
- Actively lead a solutions-focused approach to all aspects of the regeneration and wider renewal plan, with particular emphasis on promoting innovation, creativity and collaboration.
- Promote and champion successful examples of collaborative delivery across the council to drive continuous improvement

Generic Duties and Responsibilities

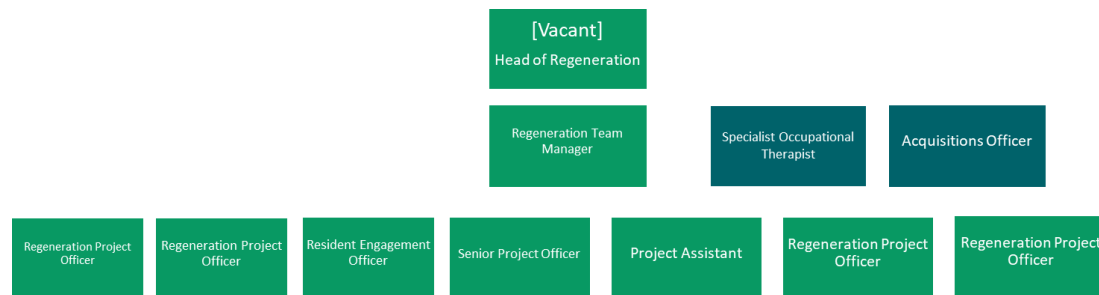
- To contribute to the continuous improvement of the services of Richmond & Wandsworth Better Service Partnerships.
- To comply with relevant Codes of Practice, including the Code of Conduct and policies concerning data protection, handling complaints and health and safety.
- To adhere to security controls and requirements as mandated by Richmond and Wandsworth procedures and local risk assessments to maintain confidentiality, integrity, availability and legal compliance of information and systems

- To promote equality, diversity, and inclusion, maintaining an awareness of the equality and diversity protocol/policy and working to create and maintain a safe, supportive and welcoming environment where all people are treated with dignity and their identity and culture are valued and respected.
- To understand both Councils' duties and responsibilities for safeguarding children, young people and adults as they apply to the roles within the Councils.
- The profile is not intended to be an exhaustive list of the duties the post holder will carry out. Other reasonable duties commensurate with the level of the post, including supporting emergency and priority situations, will form part of the role.

Additional Information

- The main requirements of this post are to manage the regeneration scheme for the Winstanley and York Road Estates. However, as required the postholder may also be required to work on the Alton Estate regeneration scheme or other Borough development schemes as directed by the Director of Housing Development and Place Delivery
- The allocation of resources and time of the Regeneration Team for delivery of the Winstanley and York Road scheme must be agreed with the Head of Regeneration (Alton) and the Director of Housing Development and Place Delivery
- Responsible for the recruitment and management of the regeneration team to take forward the Winstanley and York Road regeneration and other estate regeneration plans that may be identified in the future. This includes training, development and appropriate application of policies and codes of practice on staffing matters.
- Post will involve attending evening and on occasion weekend meetings and events

Team structure (under review)



Progression to MG4

- Demonstrate a track record of place-based delivery – working collaboratively to add value across multiple Council workstreams, boosting community value as part of development and regeneration schemes.
- Demonstrate a track record of leadership and team-building – merging diverse teams with multiple disciplines / roles / responsibilities.
- Demonstrate a track record of operating in the political sphere, supporting and influencing policy makers and administration leaders in the delivery of complex regeneration and development programmes.

Person Specification

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Our Values

THINK BIGGER

EMBRACE DIFFERENCE

CONNECT BETTER

LEAD BY EXAMPLE

PUT PEOPLE FIRST

Our Values are embedded across Richmond & Wandsworth Better Service Partnership and throughout all roles and responsibilities at all levels of the organisation. Please [familiarise yourself with our values](#) as they are an integral part of our recruitment and selection process.

Person Specification Requirements			Assessed by A/I/T/C (see below for explanation)
Knowledge	Essential	Desirable	Assessed
Extensive knowledge and understanding of the issues and potential solutions applicable to large scale local authority regeneration, development and partnering schemes, including financial regulations, legislation and procurement.	X		AIT
Understanding of the development industry and property issues	X		AI

Knowledge of the operation of Local Authority housing management, planning and property functions	X		AI
Experience	Essential	Desirable	Assessed
Proven experience of successfully managing large capital budgets and flexibly deploying groups of staff to different areas of work as appropriate.	X		AI
Significant experience of successfully managing own workload and that of others in an environment where change is frequent, rapid and fundamental. This will include a proven track record in delivering high quality and effective programme management of a complex programme.	X		AI
Direct experience of the successful delivery and implementation of local authority estate renewal schemes and other complex property projects.	X		AI
Experience of working with senior officers and politicians and of delivery whilst working to corporate priorities across a large organisation.	X		AI
Experience of the implementation of estate decant and vacant possession strategies in order to enable development.		X	AI
Experience of successfully delivering effective and tailored engagement with residents, businesses, community groups and a broad range of stakeholders		X	AI
Skills	Essential	Desirable	Assessed
Excellent oral, written and presentation skills to provide clear and concise messages in a variety of internal and external contexts.	X		AIT
Ability to analyse complex information and make sound judgements and decisions	X		AI



Ability to write complex reports and negotiate with senior officers, external stakeholders and politicians	X		AI
Qualifications	Essential	Desirable	Assessed
Property, planning or development industry-related degree level qualification or equivalent by experience		X	AC

A – Application form / CV

I – Interview

T – Test

C - Certificate