

**Derwenthorpe  
Programme Director  
Candidate Pack**



## PROGRAMME DIRECTOR CANDIDATE PACK

3. Welcome from Chris Simpson, MD
4. What we do
5. Derwenthorpe Programme Director
6. Role Profile
9. Key Terms and Conditions
10. How to Apply



## WELCOME FROM CHRIS SIMPSON, MD



Thank you for your interest in the role of Derwenthorpe Programme Director.

Derwenthorpe is an attractive and distinctive neighbourhood in York. It is a high-quality, mixed-tenure community with extensive resident involvement and with strong environmental ambition. It is a development we remain proud of — but one that now requires focused, experienced leadership to address some complex infrastructure challenges.

The district heating system, alongside associated estate and highway matters, presents technical, commercial and stakeholder complexities that must be stabilised and resolved with clarity and confidence. This role is central to that work. It requires a leader with strong commercial judgement, programme discipline and the ability to operate credibly and collaboratively with Derwenthorpe residents, partners, advisers, contractors and the JRHT Board.

We are seeking someone who combines technical insight with calm authority — someone able to bring rigour to contract management, oversee a clear options appraisal, and lead delivery in a live and sensitive environment. Above all, we want an individual who will provide assurance: to our residents, to our Board and to our wider stakeholders.

If you are motivated by complex problem-solving, purposeful leadership and the opportunity to make a lasting difference within a values-led organisation, we would be pleased to hear from you.

We look forward to receiving your application.



## WHAT WE DO

Joseph Rowntree Housing Trust (JRHT) strives to be a housing association that is sustainable and engaging, provides high quality and continuously improving services and decent affordable homes in well managed communities prioritising those in greatest need.

### Our heritage

We were established more than 110 years ago by Joseph Rowntree to provide housing in communities and work alongside the Joseph Rowntree Foundation.

### Our homes and communities

We manage approximately 2,620 homes, half of which are located in the village of New Earswick, York. The rest are spread across the North East of England, including York, Scarborough, Beverley, Leeds and Hartlepool. Our homes include apartments, houses, and bungalows. We provide homes for single people, couples, families, and older people. Some of our homes have been adapted to support people living with disabilities. We can also provide extra care and support if needed. We act as a landlord to residents who rent our homes. We also invest and support communities to enhance the lives of people living there. As well as this, we also offer shared ownership schemes which help people to buy their own homes who otherwise may be unable to afford to.

### New homes

We work with developers to design and build new homes in communities across Yorkshire and the North East of England. We are committed to delivering 1,000 new homes by 2030.

### Recent developments include:

- Derwenthorpe, York. This new community was created to provide much needed new homes in York. It has attractive, affordable, eco-friendly family homes in a digitally inclusive community
- New Lodge, New Earswick. Completed in November 2021. This vibrant community for the over 55s includes a care home and apartments with care available

### We also have several planning applications in with the City of York Council for consideration, including:

- Hartfields conversion - 12 homes
- Willow Bank New Earswick – 117 homes
- Garthway West New Earswick - 14 homes

### Providing care

As a registered care provider regulated by the Care Quality Commission (CQC), we provide care services tailored to people's needs, offering residential and nursing care as well as care within people's homes

### We currently offer care and extra care provision at the following locations:

- Hartrigg Oaks, New Earswick, York
- New Lodge, New Earswick, York
- Olive Lodge, Leeds

## DERWENTHORPE PROGRAMME DIRECTOR

**Joseph Rowntree Housing Trust (JRHT)** is a values-driven housing association committed to providing high quality affordable homes and building strong, sustainable communities. With a long heritage of social purpose, JRHT continues to innovate in the way housing and community infrastructure are delivered.

Derwenthorpe is a 482-home development served by a district heating system operating under a long-term concession arrangement. Residents have experienced significant and ongoing reliability issues affecting their heating and hot water supply, particularly during periods of peak demand and extreme weather. Alongside this, JRHT is working to ensure the estate's roads and sewers are remediated to meet the standards required for adoption by the local authority. The Programme Director will lead a major programme spanning technical infrastructure, contractual arrangements and estate adoption. The programme will require coordination of legal advisers, technical specialists and resident engagement while providing assurance to JRHT's Executive and Board that risks are understood and long-term solutions are deliverable.

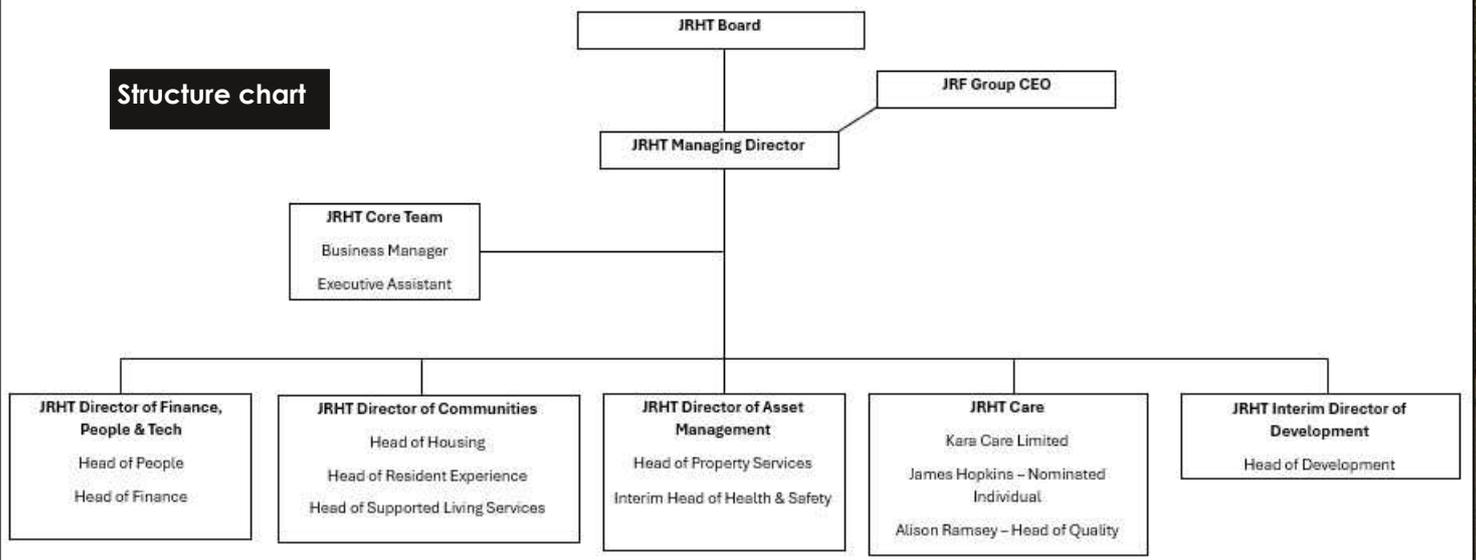
### The Opportunity

This is a high-profile leadership mandate focused on resolving critical infrastructure challenges within one of JRHT's most significant residential developments. The Programme Director will play a central role in delivering sustainable long-term solutions that improve reliability for residents while safeguarding JRHT's strategic and financial position. The role carries significant visibility and will require clear leadership and pace across a programme of work closely observed by residents, the Executive and the JRHT Board.

### Mandate of the role

The Programme Director is appointed to bring clarity, stability and strategic direction to a complex infrastructure challenge, delivering a sustainable long-term resolution that protects residents, the organisation and JRHT's reputation.

Structure chart



## ROLE PROFILE

**Work Location:** The Garth  
**Reports to:** Managing Director

Full time 35 hours per week.

Derwenthorpe is a 482-home development in York managed by JRHT. The estate is served by a District Heating system under a long-term concession arrangement. Residents have experienced significant and enduring issues with the reliability of heating and hot water supply, particularly during periods of peak demand and extreme weather conditions. Alongside this, JRHT is working to ensure that estate roads are remediated to meet the standards required for adoption by the local authority. These matters require coordinated technical, commercial, legal and resident-focused leadership to ensure that long-term, sustainable solutions are identified and implemented.

**Job purpose:** The Derwenthorpe Programme Director will hold strategic accountability for delivering a sustainable long-term resolution to the district heating and infrastructure challenges at Derwenthorpe.

The role will establish and lead a dedicated programme of work to ensure technical, commercial, legal and resident considerations are managed in a coordinated and robust manner, delivering outcomes that meet resident expectations, regulatory requirements and JRHT's values. The role reports to the Managing Director and will provide clear governance, assurance and reporting to Board and relevant sub-committees. The role will lead both the operational stabilisation project of the district heating system and the strategic permanent solution project which could be a replacement network or alternative heating and hot water solutions for the whole estate, ensuring continuity, coordination and clear transition between short-term mitigation and long-term resolution. Alongside this, the role will lead the process to secure adoption of the estate roads and sewers

### **Role of team/department:**

The Derwenthorpe Programme is a time-limited, cross-disciplinary programme established to resolve complex infrastructure and contractual challenges. It operates alongside JRHT's existing Asset Management, Property Services and Development functions but requires dedicated programme leadership to ensure clear accountability, governance and delivery oversight. The Programme Director will work closely with internal colleagues, retained technical specialists, legal advisers and external partners to ensure that solutions are robust, deliverable and aligned to JRHT's wider strategic and financial objectives.

**Our core purpose:** At Joseph Rowntree Housing Trust ("JRHT"), we strive to be a housing association that is sustainable and engaging, providing high quality and continuously improving services and decent affordable homes in well managed communities for those in greatest need.

For information about who we support and what we do, please visit the Joseph Rowntree Housing Trust website.

## ROLE PROFILE

### Essential duties and responsibilities of the role:

This role reports to the MD and provides strategic leadership and accountability for the Derwenthorpe Programme.

### You will:

- Provide overall strategic leadership for the Derwenthorpe Programme, ensuring clear objectives, governance structures and delivery milestones are established and maintained.
- Provide integrated leadership across both the operational stabilisation project (short to medium term) and the strategic permanent solution project (long term), ensuring clear governance, alignment and transition between the two.
- Chair the Project Steering Board meetings for the District Heating contract and lead the Road and Sewer Adoption processes, ensuring appropriate oversight, challenge and assurance across both workstreams.
- Establish and coordinate defined workstreams across Legal, Procurement and Contract Management, Finance (including grant funding), Communications and Engagement, Technical Options Appraisal and Assurance, ensuring clear accountability and delivery oversight
- Provide line management and strategic direction to the District Heating Manager and Customer Liaison Coordinator and associated programme roles, ensuring clarity of accountability and alignment to programme objectives.
- Maintain ownership of the long-term options appraisal process for District Heating and Roads, including commissioning feasibility work, evaluating strategic, commercial and technical options, and recommending preferred solutions to Board.
- Provide commercial and contractual oversight of the existing District Heating concession agreement and interim associated agreements, working with retained legal advisers to assess risk, liability and options for redress.
- Oversee management of the standstill arrangements relating to the District Heating concession, ensuring risk exposure is understood and appropriately managed with support from our legal advisors.
- Lead negotiation and resolution strategies relating to contractual or performance issues, ensuring JRHT's interests are protected and reputational risk is managed.
- Ensure robust programme-level risk management, assurance and governance arrangements are in place and regularly reviewed.
- Provide clear, accurate and timely reporting to the Managing Director, Board and relevant sub-committees on progress, risks, financial implications and strategic recommendations.
- Lead high-level stakeholder engagement with residents, the local authority, local councillors, MPs and external partners in relation to long-term solutions and programme direction and provide regular communications to provide updates to inform residents.
- Ensure that resident experience, regulatory expectations and JRHT's values are embedded within programme decision-making.
- Oversee the allocation and use of retained technical consultants and specialist advisers, ensuring value for money and clarity of scope.
- Ensure alignment between programme decisions and JRHT's wider strategic, financial and regulatory obligations.

## ROLE PROFILE

### Essential knowledge, skills and abilities required

- Significant experience of leading complex infrastructure, utilities or major capital programmes at senior level.
- Demonstrable experience of operating at Board or equivalent governance level, including preparation of decision papers and strategic recommendations.
- Strong commercial and contractual acumen, including experience of legal negotiation and resolution of complex contractual arrangements.
- Experience of overseeing district heating, energy infrastructure or comparable utility systems.
- Strong understanding of programme governance, risk management and assurance frameworks.
- Experience of managing multiple stakeholders in politically and technically sensitive environments.
- Experience of resident engagement and consultation within housing, public sector or community settings.
- Strong analytical and problem-solving skills, with the ability to balance technical feasibility, financial sustainability and resident impact.
- Ability to exercise sound judgement, operate independently and maintain credibility at Executive level.
- Experience of local authority highways adoption processes and infrastructure remediation.
- Knowledge of Heat Network Regulations and consumer protection frameworks relating to heat networks.
- Experience of working within a regulated housing association environment.

### Desirable knowledge, skills and experience

- Experience of district heating systems within the social housing sector.

**Physical Requirements of the role:** This role includes both desk working alongside site visits and inspections.

### Our commitment to you:

We are a values-based organisation. Our values make us unique; they show us what we care about, help us make decisions and show us how to behave. Candidates can expect part of the selection process to be based around our core values. Existing colleagues will reflect our values in every aspect of their work here at JRHT.

### Our values are:

- We're built on trust
- We show we care
- We make a difference

Our values drive our behaviours; these are the ways in which we show our values in action. They are particularly shown in how we do things, how we treat each other, what we say and how we say it and how we expect to be treated.

## KEY TERMS AND CONDITIONS

### Position of Programme Director Salary & Reward Package

The annual remuneration for the role is £94,731.00 per annum. We have an excellent defined contribution pension scheme with employer contributions of 6%. There is a comprehensive support and wellbeing package that is available to all staff. This includes access to a private health scheme. There is also life insurance cover of 3 times annual salary.

### Flexible Working & Location

JRHT operates with usual office hours, operating with a hybrid of on site at Derwenthorpe, home and office-based working.

The office at The Garth, White Rose Avenue, New Earswick, York, YO32 4TZ.

### Annual Leave

33 days annual leave, including bank holidays, with the option to buy or sell.

### Probation & Notice

There is a six-month probationary. The notice period after that is 3 months.

### Other Benefits

- Discount packages with over 800 retailers.
- Enhanced maternity, paternity and adoption pay.
- Health care cash plan.
- Low-cost employee loans & saving accounts with Leeds Credit Union
- Cycle to work schemes.
- Employee Assistance programme (giving completely confidential care, support and advice when you need it 24 hours a day, 365 days a year)
- Season Ticket Travel Loan.
- Give as you earn scheme.
- Eye care vouchers.
- Free onsite parking.
- Excellent training and development.

# HOW TO APPLY

The role is being managed by our recruitment partner,  
Allcroft Associates

**For a confidential conversation, please contact**

Jim Allcroft, Managing Director, E: [jim@allcrofta.com](mailto:jim@allcrofta.com)  
T: 07783 701 922



**Applications should be made via email to [jim@allcrofta.com](mailto:jim@allcrofta.com) and must include on separate documents:**

- A letter of application setting out your interest in the role
- A comprehensive curriculum vitae (CV)
- A completed Diversity form (available for download from our microsite)

**Closing date for application:** Tuesday 14th April

Final stage interviews will be held in person in York from 4th May, To be Confirmed

**Our commitment to Equity, Diversity and Inclusion** - At JRHT we believe in giving everyone an equal chance to succeed. Applications are welcome from all regardless of age, disability, marriage or civil partnership, pregnancy or maternity, religion or belief, race, sex, sexual orientation, trans status or social economic background. We positively encourage applications from people with experience of living in poverty.

As part of our commitment to equity and specifically anti-racism, we operate an anonymised recruitment process so that bias is eliminated from the shortlisting process.

**Disability Confident** - Joseph Rowntree Housing Trust are committed to creating an inclusive workplace culture where everyone feels welcomed and valued.

Our status as Disability Confident Committed means that if you have a disability or long-term health condition, you will be treated equally and fairly within our organisation – from applying for jobs through to working with our teams. At Level 1, we have committed to:

- Ensure our recruitment process is inclusive and accessible
- Communicate and promote vacancies to attract disabled candidates
- Offer an interview to disabled people if they meet the essential criteria
- Anticipate and provide reasonable adjustments as required
- Support any existing member of staff with a disability or long-term health condition