

thirteen

Homes. Communities. Support.



Investment Delivery Director

Candidate Pack

Location: Middlesbrough (Hybrid working)

Salary: £118,935pa | Generous pension



ALLCROFT ASSOCIATES
EXECUTIVE SEARCH

Welcome from Sharon Thomas



Thank you for expressing your interest in becoming our new Investment Delivery Director.

We're a customer-focused housing association providing housing and support services across England's North East, Yorkshire and Humber regions. Today, we own and manage over 36,000 homes, with over 1,600 colleagues providing services for around 100,000 customers. Our vision is to be the most trusted housing association, with happy customers.

This is an exciting time to join Team Thirteen. We are in the early stages of delivering our Business Strategy, which is built on three foundations: Happy customers, Fantastic homes, and Brilliant people. Following a colleague-led culture refresh, we're embedding our 'Better Together' approach as well as our values: Accountable, Proactive, Courageous, Considerate. And we have secured the highest possible C1/G1/V1 ratings following an inspection by the Regulator of Social Housing.

But we're far from complacent! We're pressing ahead with transforming how we work to make sure we can continue to deliver great things.

That's where you come in.

We're looking for an Investment Delivery Director to join us. As a member of our Senior Leadership Team, you'll lead our capital investment programme, translating asset strategy into high-quality, compliant and customer-focused delivery across a diverse housing portfolio. The role acts as the directorate's senior technical authority on property, providing expert advice, challenge and assurance across project scoping, design, construction, contract performance and championing customer outcomes.

You'll provide strategic and operational leadership across investment delivery, ensuring programmes are well planned, effectively mobilised and delivered safely, on time and within budget. We're looking for someone who can drive a high-performance culture, ensuring clear accountability, strong commercial control and continuous improvement across delivery teams and partners too.

If this sounds like you, I look forward to hearing from you!

Sharon Thomas
Chief Investment and Property Officer



Who we are

We're a mid-sized housing association that provides around 100,000 people in the North East, Yorkshire and Humber regions with homes, support and opportunities to grow.

First things first – we're proud to put our customers at the heart of everything we do.

That means investing millions of pounds each year to keep our homes safe, secure and well maintained.

It means supporting people who need help to get onto the housing ladder, pay rent and to keep their home in good repair.

And it means building high-quality new homes for rent and shared ownership (we're a strategic partner in Homes England's Affordable Homes Programme).

But we don't just manage and build homes.

We help people into work and training.

We deliver services to prevent homelessness and support people affected by domestic abuse.

And we continue to take decisive steps towards net zero, as we reduce our impact on the environment.

Of course, we know we can't do everything on our own and so we place great importance on working with our partners and listening to their views.

After all, we're better together!

If this sounds like your kind of thing, please do read on.

We're passionate about providing equal opportunities and welcome a broad diversity of talent to apply for our vacancies.



Our strategy

Our Business Strategy 2024-2035 is all about achieving our vision to be the most trusted housing association, with happy customers.

Following feedback from our valued staff and partners, we made it short, simple and snappy.

Alongside our vision, it articulates our mission, strategic priorities, values, and how they all fit together.

You'll find all the detail in the strategy document itself, including clear objectives, statements of ambition describing where we want to be in 2030 and 2035, and how we'll measure our progress along the way.



Read our **Business Strategy 2024-2035**.

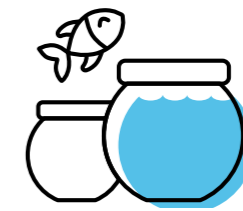
Our values



Accountable



Proactive



Courageous



Considerate

How we performed in 2024/25



Regulator of Social Housing ratings



£135.6 million invested in new homes

90.0% overall customer satisfaction



£114.1 million invested in existing homes



£230.4 million turnover



75.2% of homes rated EPC or above



£34.1 million net surplus



650 new homes delivered



Further reading:

Read our [Annual Report and Financial Statements](#).

Read our [Customer Annual Report](#).

Read our [Environmental, Social and Governance Report](#).



About the role

Role:

Investment Delivery Director

Salary:

£118,935

Reporting to:

Chief Investment and Property Officer

Closing date:

5pm on Friday 15 May

Key responsibilities

- Lead delivery of a £45m+ capital investment programme across planned maintenance, decarbonisation and complex assets
- Champion customer outcomes and service quality
- Act as the Directorate's technical authority on buildings and investment delivery
- Translate asset strategy into deliverable programmes and projects
- Ensure compliance with Building Safety, CDM and regulatory requirements
- Drive contractor performance, value for money and quality outcomes
- Lead procurement, mobilisation and contract management activity
- Provide clear performance reporting and Board assurance
- Lead and develop multidisciplinary teams of up to 100 colleagues including the Investment Direct Labour Organisation (DLO)
- Drive continuous improvement and transformation across delivery models and supply chain
- Build strong relationships with partners, suppliers and sector stakeholders

Role summary

As a member of the Senior Leadership Team, you will lead our capital investment programme, translating asset strategy into high-quality, compliant and customer-focused delivery across a diverse housing portfolio. The role acts as the directorate's senior technical authority on property, providing expert advice, challenge and assurance across project scoping, design, construction, contract performance and customer outcomes.

Leadership and delivery

Provide strategic and operational leadership across investment delivery, ensuring programmes are well planned, effectively mobilised and delivered safely, on time and within budget. Drive a high-performance culture, ensuring clear accountability, strong commercial control and continuous improvement across delivery teams and partners.

Governance and assurance

Provide leadership on governance, compliance and assurance across all investment activity, ensuring adherence to Building Safety, CDM and Consumer Standards, particularly the Quality and Safety Standard. Deliver clear, accurate reporting to the Leadership Team, Committees and Board, maintaining confidence in delivery, risk management and performance.

Candidate profile

Qualifications

- Degree qualified or equivalent experience
- Professionally qualified with membership of a relevant body (e.g. RICS, CIOB or equivalent)

Experience

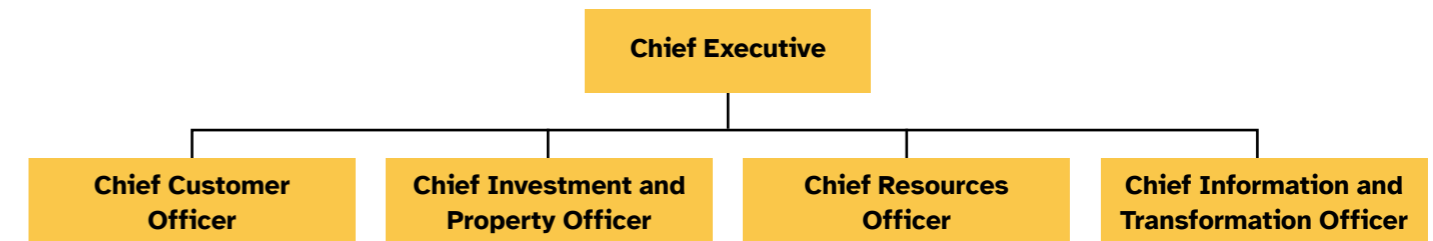
- Extensive experience delivering large-scale housing capital investment programmes
- Strong commercial, procurement and contract management experience
- Experience leading large, multidisciplinary teams
- Track record of driving transformation and performance improvement
- Experience operating within a regulated environment with senior-level reporting

Knowledge and skills

- Strong technical understanding of building construction and asset investment
- Knowledge of Building Safety, CDM and regulatory frameworks
- Commercial and financial acumen
- Strong leadership and stakeholder management capability
- Customer-focused with a commitment to quality and service improvement
- Ability to operate effectively in complex, changing environments

Group structure

Leadership team



Directorate leadership team



How to apply

Applications should be made via email to jim@allcrofta.com and must include the following as 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](#))

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

For a confidential conversation, please contact Allcroft Associates Managing Director, Jim Allcroft, on **07783 701 922** or email jim@allcrofta.com

Thirteen is committed to equality, diversity and inclusion. We celebrate difference and welcome applications from people of all backgrounds. We aim to create a workplace where everyone can thrive and contribute to our mission. We warmly welcome applications from people of all backgrounds, identities and life experiences, including individuals from different ethnic communities, disabled people, LGBTQ+ people, and people of all ages, faiths and beliefs.

Key dates:

Deadline for applications

Friday 15 May 2026 at 5pm

Interviews

Interviews will be held in person on Wednesday 27 May



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Working for Thirteen

If you're looking to have great days at work, you're looking in the right place!

But that's not all. When you work at Thirteen, you get access to a comprehensive benefits package too.

It includes:



31 days' annual leave



Birthday leave



Simplyhealth cash plan



Defined contribution pension scheme



Hybrid working



Car salary sacrifice scheme



Relocation support



Cycle to work scheme



Shopping and leisure discounts



For full details of our vacancies visit www.thirteengroup.co.uk/jobs

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2 Hudson Quay
Windward Way
Middlesbrough
TS2 1QG

www.thirteengroup.co.uk

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Thirteen Housing Group is a registered society under the Co-operative and Community Benefit Societies Act 2014, registration number 7522.

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