

# Director Assets & Property

Salary £104,998 | Flexible Pot Allowance (non-consolidated) £6,575

**Candidate pack**  
**April 2026**





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## Statement



### **Hello, and thank you for your interest in this role of Director of Asset & Property.**

As we look ahead to continuing to drive forward and help improve the quality of life for our tenants, customers, and our wider communities, we do so from a strong base and track record of delivery, being financially strong and having the highest governance and financial viability ratings.

The role of Director of Assets is one of strategic importance in achieving our ambitions, and you will be key in ensuring the successful delivery of our core purpose of investing in homes, services, people and partnerships to make a positive impact on the communities of the North East.

In this influential role you will lead the asset management and client property functions in the development and implementation of Bernicia's Asset Management Strategy and the annual review of the 30 year business plan.

A key focus will be enabling the Corporate Strategy via the delivery of the core Asset Management Strategy, utilising evidence based decisions, strong financial planning, and excellent customer engagement.

You will drive the investment of circa £121m over 5 years across our 14,000 homes and 151 estates, ensuring the delivery of continuous improvement and best in sector delivery.

We have completed our programmes of building and customer safety works, with this and our control of landlord compliance ensuring the continued safety of our tenants. Over 92% of our tenant's homes now achieve an EPC rating of C or above, helping reduce energy costs for tenants and tackle fuel poverty.

The sector is facing changing regulatory and statutory requirements, uncertainty around government policy and economic instability, and you will lead your directorate in ensuring our success in proactively identifying, modelling and managing risks, whilst taking full advantage of any opportunities.

As a visible and collaborative leader, you will champion our 'Bernicia Way' culture, support organisational development, and build productive relationships with stakeholders across the region.

So, if you're motivated by making a meaningful difference for customers and communities and want to play a key role in Bernicia's future, I'd love to hear from you.

### **David Pye**

Executive Director of Assets and Growth



## About Bernicia

**The Bernicia Group is one of the North East's largest housing associations, providing over 14,000 homes across Northumberland, Tyne and Wear, Durham and Tees Valley. We offer a broad range of property types and tenures to meet diverse housing needs.**

We recognise the significant impact that high-quality, safe and secure homes have on people's health, wellbeing and life opportunities. The success of our 2022-2026 corporate strategy demonstrates a strong track record of delivery and establishes a solid foundation for future growth.

We maintain a robust and comprehensive understanding of our housing stock through ongoing analysis of condition surveys, repairs data, energy data, complaints and other customer insight, which informs our investment programmes.

We have exceeded our targets for new home delivery, completing more than 400 high quality homes in the last 2 years, alongside securing a robust development pipeline.

Insight driven, customer focussed approaches have been firmly embedded throughout our operations, helping us sustain upper quartile levels of customer satisfaction, and positive performance indicators, across a range of sector metrics.

Our commercial subsidiary, Kingston, delivers leasehold & estates management services on behalf of owner occupiers, estate agency and private rented accommodation. Operating on a 'profit for purpose' basis, their surplus is donated to Bernicia Foundations, where we support people into training and employment and deliver financial and social inclusion initiatives.

Our success is reliant on our highly engaged, high performing workforce, who truly are our greatest asset. Collectively, our colleagues have the skills, expertise and determination to deliver a host of housing-related solutions to meet a range of needs across communities in the North East.

So, we look forward with a determination and drive to help further improve the quality of life for our tenants, and customers, and the prospects of wider communities, through The Bernicia Effect, Supporting Opportunity, our 2026-2031 corporate strategy.



**Bernicia aims to demonstrate excellence in governance. Having a Board that reflects the diversity of our communities, with the right skills and experience is essential to oversee the delivery of our strategy**

**John Johnston**  
Bernicia Chief Executive



## Our Values



### Customer Focused

We understand our customers and champion customer focus.



### Trusted

We uphold the highest standards of integrity in all our actions, we are personally accountable and deliver what we say we will do.



### Respect for People

We respect our tenants and customers and recognise them as individuals. We value our colleagues, encourage their development and reward their performance.



### Leadership

We provide strong and transparent leadership, supported by clear decision-making which is evidence-based and outcomes-focused.



### Collaborative

We collaborate to help meet the needs of tenants and customers, partners and the wider North East.

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## Role Purpose

**Title:** Director of Assets and Property

**Reporting to:** Executive Director, Assets & Growth

**Date:** April 2026

### Purpose

Lead the asset management and client property functions in the development and implementation of Bernicia's asset management strategy and the annual review of the 30 year business plan, leading a number of teams to effectively carry out and deliver investment planning, asset data management, landlord compliance, contract administration and project management activity.

### Accountabilities

#### Strategic

- Lead on the development of strategies, policies and procedures relating to asset management. Ensure compliance with these and all statutory and regulatory requirements, good practice and the regulators standards as a minimum.
- Ensure that up to date, thorough and accurate stock condition information is used to lead the development of Bernicia's 5 year capital re-investment programme in order to underpin the asset management strategy and 30 year business plan.
- Develop, monitor and manage the asset management team's annual and operational plans including the function's budgets, service improvement plans, key indicators of performance, related major initiatives and key milestones.

- Lead the development of Bernicia's stock appraisal & sustainability modelling and processes, driving opportunities to actively maximise Bernicia's use of its physical assets via re-investment, regeneration and disposals.
- Provide expert advice and support to the executive team, boards, committees and management teams on matters relating to asset management.
- Represent Bernicia on key strategic partnerships, establish good and effective relationships and partnership arrangements with key stakeholders to complement and enhance the planning of technical services.

#### Operational

- To ensure the health and safety of our residents through the effective management of landlord statutory obligations for health and safety.
- Analyse planned, responsive and cyclical maintenance outputs and trends. Formulate and implement investment plans and programmes in response thereto.
- Lead the design and delivery of all responsive, cyclical, compliance, environmental and planned maintenance services.
- Ensure the effective management of contractor performance, ensuring services delivered meet service specifications, agreed standards and customer requirements, driving innovation and seeking out efficiencies and cost reduction opportunities, including the identification, implementation and monitoring of service level agreements and improvement targets as appropriate.

- Developing new funding arrangements including bidding for additional external funding, such as energy grants, where appropriate.
- Ensure the provision of high quality technical services advice across Bernicia.
- Optimise resources, ensuring you operate an appropriate establishment and structure. Recruit, lead, develop and motivate staff within your function to provide high quality, value for money, technical services.

### Corporate

- As a member of the leadership team, act as a role model for Bernicia's values and culture, demonstrating and embedding a coaching style of leadership, ensuring that all colleagues are supported and engaged in the delivery of the corporate strategy and objectives.
- Raise Bernicia's profile in the sector generally and in particular with peers, partner organisations, funders and stakeholders. Develop a network of contacts with appropriate agencies and individuals likely to assist in achieving Bernicia's objectives.
- Achieve and maintain compliance with all relevant legislation and work within our policies and procedures. Actively contribute to the development and implementation of group wide strategies, policies and standards.
- Ensure delivery of an appropriate system for identifying, appraising, mitigating and managing risks in your service area, consistent with Bernicia's risk management strategy.
- As appropriate to the role, take ownership of the data in your area and support the achievement of high quality, timely and validated data and data management across Bernicia, by ensuring any data recorded is accurate, reliable and trustworthy.
- Perform your role in accordance with the Bernicia Way and draw to your manager's attention any unsafe working practice/conditions.



- Maintain a safe and healthy working environment, by ensuring all health and safety policies and procedures are fully implemented and consistently applied and carrying out suitable and sufficient risk assessments.

The above list is not exhaustive, and your role will certainly change over time reflecting the changing needs and activities of the organisation and our commitment to making best use of technology and improving the way we do things. You must therefore be committed to personal development, adapting to and welcoming change and making continuous improvements in the efficiency and effectiveness of our use of resources.

All colleagues are encouraged to not ignore work at the boundaries of their specific role, by taking "ownership" of any issue with which they become involved, ensuring that all matters are brought to a satisfactory conclusion. This includes identifying any risks involved in the day to day responsibilities of the role and taking action to mitigate those risks.



## Essential and Desirable Skills & Experience

### Essential criteria:

Chartered Status or Degree or significant demonstrable and relevant experience at a similar level

A strong and proven track record of leading client construction technical and asset management services, including procurement, project management, contract administration, and management/control of large budgets.

Motivational leadership skills, experience of leading professionals (in relevant disciplines) and successfully delivering the required outcomes in a performance driven culture.

Demonstrable experience of developing a customer facing property team, embedding customer engagement/involvement, commercialism and continuous improvement at its core.

Ability to interpret and analyse complex data and information, making clear decisions/recommendations to ensure delivery of the asset management strategy and compliance in full.

Experience of the development, delivery and review of short- and medium-term financial plans.

Detailed knowledge and understanding of the current and emerging key regulatory requirements within the housing sector, including a comprehensive knowledge of current and future challenges.

Significant senior level management experience and ability to influence senior-level management and key stakeholders

Ability to establish and sustain trust and confidence with stakeholders, partners, communities, tenants and the general public, and to promote and represent positively and professionally Bernicia at all levels.

A confident and effective decision maker, able to demonstrate high standards of personal resilience and integrity.

Full driving licence

### Desirable criteria:

Experience of strategic/active asset management, driving opportunities to maximise the financial return and wider social value of our assets.

Delivering Regeneration projects (in Housing and the wider community)

NEBOSH Construction or other relevant H&S qualification

Developing and delivering retrofit and decarbonisation projects within the requirements of funders



# Terms and Conditions



## Remuneration - Director Assets & Property

Financial reward circa £112k dependent upon skills and experience. Competitive occupational pension scheme

## Annual Leave

28 days plus additional statutory bank holidays.

## Additional Terms

Bernicia has a general working week of 37 hours Monday to Friday. This is, however, a role within our Senior Leadership Team, flexibility is therefore expected to ensure role requirements are successfully achieved.

The Asset & Property team operates across our Ashington, Durham and Berwick offices.

The primary office base for the role is Ashington, and this is where the majority of corporate meetings take place. There is also opportunity to spend time with the teams in the other office

## Locations.

Given the seniority and expectation to set culture and role model our “Bernicia Way” values, you would be required to operate from an office location for 3 days each week. Beyond this you may operate with discretion, flexibility and choice, to ensure the successful delivery of your objectives.

Travel across our operational areas may be required from time to time, as may nationally travel on an ad-hoc basis.

## Employee Benefits

Bernicia operate an employee rewards scheme, which gives access to a range of rewards, discounts and cashback for both every day and luxury items. Health Assurance - employee assistance programme.

## Probation and Notice Periods

The role will incorporate a 6-month probationary period.

The notice period from either party after this will be three months.

## Key dates:

### Deadline for application

Tuesday 28th April 2026

### Interviews

Week commencing 4th May

# BERNICIA

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