

## **Home Ownership Manager Job Profile**

**Job title: Home Ownership Manager**

**Grade: Level 5 Zone 2**

### **About Camden**

Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study, and visit. Because we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

The ambition set out in We Make Camden is that everyone in Camden should have a place they call home, with no one sleeping on the streets. The vision for Housing Services is to work deep within our neighbourhoods and communities to improve our services with people who use and rely on them, to deliver those services in an informed and responsive manner, and to ensure that preventing homelessness and providing safe, secure and sustainable housing are key pillars of Camden's work to increase social equality and achieve the best outcomes for Camden residents.

### **About the role:**

You will use your detailed knowledge, understanding and experience of Housing and Home Ownership to manage a range of leaseholder income and services teams, including service charges and major works. This role ensures the Home Ownership service takes a proactive approach to leasehold income collection while providing a proactive and relational service to leaseholders.

### **Example outcomes or objectives that this role will deliver:**

- Line management of the Leasehold Income Team Manager, Leasehold Income Services Team Manager, Major Works and Service Charges Team Manager, and a Leasehold Income Maximisation Officer, providing a high level of service to 9800+ leaseholders and freeholders.
- Lead and ensure effective delivery of services with a range of functions covering Right To Buy, Major Works, Service Charges, sub-let registration, presale engagement, head lease management, enfranchisement, freehold purchases, alterations, disposals, BSA certification compliance, general ledger postings, Court/FTT cases, disrepair and mediation, management of the HRA energy budget, buy back accounting, and other home ownership related services.
- Drive an early intervention and person-centred approach to case management.
- Work closely with colleagues across Housing and Repairs to provide a relational service to leaseholders.
- Provide advice, support and performance reporting to the Head of Leaseholder Services and Housing Income

### **About you**

We're looking for someone who is enthusiastic about our ambition to make Camden the best place to live and work. Above all, you will be passionate about ensuring that services are delivered in a relational way, with the best outcomes for residents at its heart.

In addition:

**You are passionate about housing equality:** You believe everyone has the right to a home that is decent, safe and warm, and to feel part of Camden's community.

**You are proactive:** You take action to address problems and support people, as early as possible.

**You keep services accessible:** You believe in working to make services approachable, transparent and easy – going the extra mile to meet the diverse needs of residents.

**You take a caring approach:** You listen, understand and have others' concerns in mind. You are happiest when residents are.

**You believe in doing things together:** Collaborating and connecting are at the heart of what you do, ensuring no one gets left behind.

Here at Camden, we are committed to ensuring everyone has a place they can call home, the services you and your team deliver to our residents will recognise that as a landlord we are more than just bricks and mortar.

### **Skills Framework:**

**Proactive:** Helping to prevent issues arising for residents, intervening early to offer support and let residents know about any other services they may benefit from, and how to access them. Sharing and acting on feedback from residents, to keep improving our services. Keeping accurate and clear records, so colleagues can access all the information needed.

**Collaboration and communication:** Working in a joined-up way with other teams, to act as one Council. If you can't help, you know someone who can. Speaking with colleagues and residents in a kind and helpful way, conveying information clearly, listening actively and resolving conflicts, being responsive and flexible. Building positive relationships with the local community, understanding diverse support and access needs.

**Data, digital and systems:** Using in relevant software and information systems including databases, property management software, and communication tools, is essential for efficient operations. Working with systems needed for the role, and an ability to record performance data in a clear and consistent way.

**Equality, diversity and inclusion:** Committed to, and will champion the council's ambition to make Camden a more equal, diverse and inclusive borough. An understanding of and respecting diverse cultural backgrounds, norms, and practices. An understanding of how to effectively engage with residents and stakeholders from various communities and promote inclusivity among team members and residents.

**Safety and wellbeing:** Understanding that safeguarding and health and safety are everyone's responsibility. Taking an active role in protecting residents' health, wellbeing, and human rights; enabling them to live free from harm, abuse, and neglect. Working effectively with survivors and perpetrators of domestic abuse. Being trauma-informed and supporting psychological safety.

**Line management:** Leading and overseeing team managers in a relational way which empowers team managers to make decisions with residents at the heart, supporting continuous development of staff, managing performance effectively, and striving to improve the service in response to complaints.

**Legislation, Policy and Process:** Knowledge of regulations and legislation applicable to social housing, and specifically the Commonhold and Leasehold Reform Act 2002, and Landlord and Tenant Act 1985. Understanding of legal and financial frameworks, policies, processes, and issues associated with Major Works, Right to Buy, Service Charges and other home ownership issues, including dispute resolution and enforcement. Confidently guiding and advising senior stakeholders on key Home Ownership issues, including emerging legislation and best practice. Strong understanding of the way that income recovery functions within a leaseholder service.

**Performance Management and Reporting:** Using complex information and analysing data effectively to prioritise work, reduce risk and drive performance. Presenting complex information and governance reports in a clear and accessible way to support service improvement and decision making.

There will be deadlines, frequently changing circumstances and conflicting priorities that the post holder will be expected to navigate for themselves and their teams. There will be legislative timescales that must be met and they will be expected to direct their resources and develop project plans to achieve these.

The postholder will be expected to drive continuous improvement in their service area, using innovation and experience to deliver performance.

**Financial awareness:** Making financial decisions with budgets in mind. Working in a smooth and joined up way which promotes financial efficiency, ability to present complex financial information in an accessible way to support decision making.

The post holder will be responsible for budgets that include staffing and non-staffing costs of around £4m and also have responsibility for ensuring that service charge and administration income is maximised, including billing and collection of charges of around £30m per year.

**Complaints handling:** Answering complaints in a clear, consistent and empathetic way and using feedback to improve services.

**Partnership working:** Ability to liaise effectively with internal and external partners and agencies to drive good and timely outcomes for residents, including those experiencing multiple disadvantages.

## **Key relationships**

The postholder will:

Work within the Home Ownership service and develop professional relationships with key stakeholders.

### **Work environment**

The postholder will work flexibly. In-person attendance will often be required.

### **People management responsibilities**

The post holder will report to Head of Leaseholder Services and Housing Income.

This role has direct line management responsibilities the Leasehold Income Team Manager, Leasehold Income Services Team Manager, Major Works and Service Charges Team Manager, and a Leasehold Income Maximisation Officer.

### **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine our corporate services, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk.

### **Is this role politically restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

### **Diversity and inclusion**

We want Camden Council to be a great place to work and to ensure that our communities are represented across our workforce. A vital part of this is ensuring we are a truly inclusive organisation that encourages diversity in all respects, including diversity of thinking. We particularly welcome applications from Black, Asian and those of Other Ethnicities, LGBT+, disabled and neurodiverse communities to make a real difference to our residents so that equalities and justice remains at the heart of everything we do. Click Diversity and Inclusion for more information on our commitment.

### **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't. And in line with our relational approach, face-to-face conversations with residents often result in a better customer experience, so staff who work directly with citizens are likely to be in more than they're not.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK

([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020.

### **Asking for adjustments**

**Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would**

**like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C**