



CASTLEFIELD RECRUITMENT


Hull and East Yorkshire
Combined Authority

Programme Director – Housing & Regeneration

Candidate Pack

December 2025

Job Description

Post Title	Programme Director – Housing and Regeneration
Salary Band	£90,000– £115,000
HEYCA Grade	7
Contract Type	Permanent
Reporting to	Executive Director of Strategy, Devolution & Operations
Service Areas	Strategy, Devolution & Operations Directorate
Political Restrictions	Yes: This post is politically restricted under the Local Government and Housing Act 1989, as amended by Local Democracy, Economic Development and Construction Act 1989 and the post holder may not have any active political role either in or outside of work, specifically may not hold political office.
Line Management Responsibilities	Yes: <ul style="list-style-type: none"> • Housing Team • Regeneration Team • Culture and Tourism Team • Environmental Team <p>Plus any other functions as and when required.</p>

Primary Purpose of Post

This post will take programme responsibility for and lead the Housing and Regeneration teams and be accountable for delivery within this area which encompasses the following functions and programmes of work:

- Housing development pipeline
- Regeneration including Mayoral Development Areas / Corporations
- Culture and Tourism
- Environmental programmes, including Coastal Erosion and Green Energy

The post holder will also support the Executive Team in delivering HEYCA's organisational vision and values, working closely with the Senior Leadership Team to support and link with other programmes of work across the Organisation.

Job Description

Corporate Responsibilities

- Support the Executive Team in driving forward the key objectives for the Combined Authority.
- Set the Strategic Direction for their programmes of work and cascades to staff.
- Represent HEYCA at a strategic level for their programmes of work and maintains relationships with key stakeholders.
- Take responsibility for making the vision and strategy a reality.
- Clearly links the vision to outcomes that cascade to their teams.
- Act as an ambassador for the organisation at a senior level.
- Set the pace for the drive and determination to deliver.
- Obtain the 'buy-in' from strategic partners; understand their needs and works to design a programme of maximised, holistic benefit.
- Monitor and provide clear, balanced and constructive feedback on individual performance and take action to deal with performance issues.
- Develop and maintain effective working relationships with the Mayor and elected Members, working to foster a positive and productive interface between the Mayor, Members and officers across the constituent authorities.
- Provide accurate, timely and relevant professional and risk advice to the Executive Team and the Mayor including legislative changes and best practice/innovative approaches to their areas of work which anticipate future needs.
- Promote a culture of political awareness amongst more junior officers to help translate political will into appropriate future strategies and delivery of objectives.
- Build, nurture and maintain effective relationships with local, regional and national partners to optimise the Combined Authority's strategic objectives.
- Influence a range of policy makers, public bodies, partners and suppliers to ensure the Combined Authority is well positioned to meet existing objectives and new challenges.
- Undertake any other duties commensurate with the role. Some additional functions may be incorporated into this role description as the new organisation is established.

Role Responsibilities

- Lead the planning and successful operational delivery of all housing, regeneration, visitor economy and environmental programme area functions, such as:
 - Housing development pipeline, land assembly and utilisation, land allocation, Mayoral Development Area/Corporation, development viability (e.g. flood risk/contamination), urban and rural affordable housing supply workstreams, providing financial management of funding streams.
 - Commissioning appropriately qualified providers to deliver services on behalf of the Mayor.
 - One Public Estate Model; Living with Water Partnership, Changing Costs Initiative.
 - Partnership working with Homes England, Local Authorities and other key stakeholders such as Humber Freeport, Government Departments such as MHCLG.

Job Description

- Work with the Strategic Leadership Team on behalf of the Mayor to make allocations to providers in accordance with the conditions imposed on them, including ministerial directions, and the outcomes to be achieved.
- Ensure that the broad powers held by the Combined Authority to acquire and dispose of land to build houses, commercial space and infrastructure, for growth and regeneration and the ability to invest to deliver housing for the area are fully understood and executed in line with HEYCA strategy and the Mayor's vision.
- Manage the funding streams of devolved capital funding, support the building of new homes on brownfield land, ensuring identification of sufficient eligible projects for funding.
- Working closely with the Executive Team and the Mayor, lead on the One Public Estate model and Place Pilot within Hull to better understand and utilise public land in the area, and the establishment of its legacy Land Commission.
- Lead on the development of the Local Energy Plan to:
 - Support strategic network investment.
 - Work closely with Ofgem as part of its ongoing governance review into local energy institutions and its proposals on regional energy system planning
 - Act as the Heat Network Zoning Coordinator for the locality.
 - Create Green Jobs
 - The delivery of the 25 year Green-Blue Plan
 - Support the delivery of the Coastal Transition Accelerator Programme (CTAP)
 - Support East Riding of Yorkshire Council to deliver the Local Nature Recovery Strategy (LNRS)
- Represent the Combined Authority on committees such as the Humber Energy Board, to accelerate the green energy transition across the Humber industrial cluster.
- Work closely on behalf of the Combined Authority with key stakeholders such as VHEY – Visit Hull and East Yorkshire, HEY Volunteers and HEY Creative, DCMS, Visit England and our regional tourism and culture businesses and organisations to build on the last decade of growth of the Culture and Tourism sector.
- International visitors spend, and encourage visits throughout the year rather than just during the traditional tourist season.
- Ensure HEYCA and the region's economic strengths and investment opportunities are effectively represented and promoted at a local, regional, national and international level.

Personal Specification

Criteria	Description	E = Essential D = Desirable
Qualifications	<ul style="list-style-type: none"> Professional leadership or other relevant qualification from a professional body. Educated to degree level or equivalent professional experience in a relevant field. 	 E E
Experience and Knowledge	<ul style="list-style-type: none"> In-depth understanding of economic development and investment and governance in the public sector. Comprehensive knowledge of legislation, regulations, and best practices related to economic development and investment activities, including Industrial Growth strategy. Strong understanding of sector development to accelerate growth ideally in sectors relevant to Hull and East Yorkshire. Strong understanding of the challenges related to economic and social exclusion and isolation across a mixed urban and rural population. Strong understanding of the political environment locally, regionally and nationally and the principles and ambitions of the Devolution agenda. 	 E E E E E
Skills, Abilities and Personal Attributes	<ul style="list-style-type: none"> Excellent leadership and strategic thinking abilities, with a proven track record of delivering results. Strong analytical skills, capable of interpreting and presenting complex data effectively. Excellent influencing and negotiation skills, with the ability to build consensus across diverse stakeholders. Proficient in transport management and governance, ensuring alignment with organisational and statutory requirements. Collaborative approach to leadership, fostering teamwork and shared accountability. Commitment to innovation, inclusivity, and continuous improvement. 	 E E E E E

Personal Specification

Criteria	Description	E = Essential D = Desirable
Commitment and Behaviour Competencies	<ul style="list-style-type: none"> • We do it when we say we will. • We aim for excellence. • We keep people informed. • We strive to learn and develop. • We give and receive constructive feedback and act on it. • We treat others with respect and dignity at all times. • We will behave compassionately to our colleagues, teams and the people we serve. • We will be open and honest in a respectful manner. • We will maintain confidentiality. • We will ensure compliance with Corporate Governance procedures, procurement regulations and the Data Protection Act. • We will behave according to the Employees' Code of Conduct. 	<p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p> <p>E</p>

Note: This Job Description is not exhaustive, and employees will be expected to undertake other responsibilities commensurate with the seniority of the post.

Benefits

Annual Leave

Your annual leave entitlement depends on your continuous service date as shown in the table below:

- Threshold Days per Annual Leave Period
- Initial days per annual leave period (wte) 28
- Upon reaching 5 years' continuous service* (wte) 30
- Upon reaching 10 years' continuous service * (wte) 33

In addition, you are entitled to eight national public holidays plus two extra statutory days. Where your contractual hours are less than 37 hours per week, your entitlement to annual leave and public holidays is calculated on a pro rata basis.

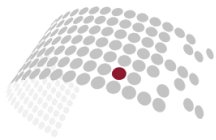
The annual leave year period is from 1 April to 31 March. You must take any outstanding leave to which you are entitled before your employment is terminated. Only in exceptional circumstances will payment be made.

New employees of the Combined Authority shall be entitled to annual leave proportionate to the completed months of service during the leave year of entry, that is 1/12th of full entitlement for each completed month of service and thereafter on a normal scale (e.g. commenced 10th June: leave entitlement for that leave year is 9/12ths of total annual entitlement – July to March inclusive). Fractions of a day must be rounded up to the next full day.

Pension

If you have a contract of more than 3 months duration, you will automatically become a member of the Local Government Pension Scheme (LGPS), unless you have completed and returned an opt-out form which is available from www.erpf.org.uk or the Pensions Team on 01482 394113. If you have a contract of less than 3 months, you may choose to join the LGPS and should obtain an opt in form from www.erpf.org.uk and send to Employment Services (Transactional), Room BG19 County Hall Beverley HU17 9BA. You should read the guide to the LGPS that gives you information on the benefits available to you.

In addition to contractual enrolment into the LGPS, the Combined Authority operates the Government's Automatic Enrolment regulations.



CASTLEFIELD RECRUITMENT


Hull and East Yorkshire
Combined Authority

Get in Touch

Graham Anderson

Principal Consultant

07506 587 387 | 0161 938 7254

graham.anderson@castlefieldrecruitment.com

Castlefield Recruitment

Afflecks 4th Floor

Oldham Street

Manchester

M1 1JG

www.castlefieldrecruitment.com