

Job Description

Job title	Investment Managing Director
Profession	Property & Land Development
Band	B
Directorate	CIDO (Investment and Development)
Accountable to	Chief Investment and Development Officer

Job Purpose:

The role will provide strategic and operational leadership across Sovereign Network Group's investment and asset portfolio, maximising the performance, value, and long-term sustainability of its 86,000 homes and associated assets, whilst ensuring investment decisions deliver better outcomes for customers, communities and the organisation.

Reporting to the Chief Investment and Development Officer, the role will lead the strategic direction and execution of SNG's investment agenda, ensuring capital is deployed effectively across the portfolio to support organisational priorities, regulatory requirements and long-term financial resilience. Provide leadership across asset management, retrofit, regeneration, design and technical functions, translating strategy into delivery through a team of Directors and providing leadership capacity within one of SNG's most significant areas of investment.

Acting as custodian of SNG's Strategic Asset Management Strategy, the role is accountable for determining the optimal future for every asset, using data, insight and commercial judgement to balance reinvestment, retrofit, regeneration, redevelopment, disposal and replacement. Through this approach, the Investment Managing Director ensures SNG continually improves the quality, sustainability and performance of its homes and communities whilst delivering long-term value.

The role will lead one of the sector's largest investment programmes, overseeing the deployment of more than £350million annually across asset investment, decarbonisation, regeneration and commercial activity, alongside major estate renewal and place-shaping programmes. Working with Homes England, the National Housing Bank, the GLA, local authorities, institutional investors and development partners, the role will secure investment, shape funding solutions and develop partnerships that support SNG's ambitions.

As the organisational and sector-facing champion of the Homes and Place standard, the Investment Managing Director will ensure it remains central to investment decision-making, helping create homes and places that are safer, greener, more resilient, more affordable to run and better for customers. Promote excellence in urban design, placemaking and long-term stewardship, ensuring investment decisions contribute positively to the communities SNG serves.

As a senior corporate leader and trusted advisor, the role contributes to organisational strategy, provides visible leadership internally and externally, and helps position SNG as a sector leader in investment, asset management, regeneration and place transformation.

Financial responsibility: £350 million per annum investment for retrofit, regeneration and commercial. Oversight of large-scale estate regeneration programmes of over £500million GDV.

People responsibility: 4 Direct reports

Autonomy:

Significant high level of autonomy to lead and make strategic decisions across their Directorate, operating within SNG's overall strategy, values, and governance framework, and in collaboration with Executive Board members to ensure aligned organisational outcomes.

Key Accountabilities

- Act as custodian of the Strategic Asset Management strategy, evolving a sector-leading approach that determines the optimal future for every asset, including reinvestment, retrofit, regeneration, or disposal and replacement.
- Act as SNG's senior investment representative with government, funding bodies and strategic partners, identifying and securing opportunities that accelerate delivery and increase organisational capacity.
- Develop and maintain a long-term investment plan for the portfolio, ensuring resources are prioritised to maximise customer outcomes, financial performance and portfolio sustainability.
- Hold delegated authority for investment decisions across the 86,000-home portfolio, ensuring optimal capital allocation to drive asset performance, customer outcomes, and long-term value.
- Lead and integrate multiple directorates through a team of Directors, ensuring alignment between strategy, operational delivery, and performance across asset management, retrofit, regeneration, and investment functions.
- Embed a data-driven approach to asset decision-making, ensuring high-quality asset intelligence, performance monitoring, and an effective asset grading model to support portfolio optimisation.
- Oversee prioritisation and delivery of investment programmes, balancing regulatory compliance, building safety, decarbonisation, cost efficiency, and customer outcomes.
- Lead one of the sector's most ambitious retrofit programmes, including the deployment of £35million+ of DESNZ funding, ensuring innovation and responsiveness to evolving national policy and legislation.
- Lead SNG's regeneration portfolio, including large-scale estate regeneration delivered through regional investment partnerships, ensuring strong social, financial, and placemaking outcomes.
- Lead the evaluation, structuring, and execution of equity funding and partnership models, working with the National Housing Bank, Homes England, GLA, and institutional investors.
- Secure and optimise public funding aligned to strategic priorities, including social and affordable homes programmes and decarbonisation funding.
- Champion and evolve the Homes and Place standard, ensuring it drives all investment decisions and maintains SNG's sector-leading position.
- Set and maintain standards for new build development, including employer's requirements, design standards, and standard house types.
- Promote excellence in urban design, architecture, and placemaking across all investment activity.
- Drive innovation in delivery models, construction, and commercial approaches to enhance quality, efficiency, and value for money.
- Ensure robust governance, appraisal, and risk management across all investment activities, particularly complex, high-value regeneration schemes.
- Maintain accountability for data integrity, governance, and compliance across the directorate.
- Ensure effective integration across investment, development, and asset management priorities, resolving trade-offs and optimising outcomes at a portfolio level.
- Maintain awareness of political, economic, and regulatory developments, positioning SNG to respond effectively.
- Operate with flexibility, undertaking responsibilities aligned to the scale and evolving priorities of the role.

Leadership

- Manage the team with a focus on articulating a clear vision, providing direction, and fostering a culture of accountability, high performance, and continuous improvement.

- Proactively contribute to SNG's goal to be a great place to work by implementing initiatives that enhance employee engagement. Promote equality, diversity, and inclusion efforts to ensure an inclusive and supportive work environment.
- Ensure comprehensive oversight of all systems, processes, policies, and resources to ensure that the team provide professional, reliable, and responsive services to the business.
- Provide guidance to the wider organisation by actively participating as a collegiate, visible, and effective member of both the senior leadership team and SNG's Senior Leadership Group (SLG).
- Contribute to designing and executing the Corporate Plan and strategic objectives within it. Collaborate with senior leaders, mobilise team resources, and contribute to shaping the strategic direction of SNG.
- Provide guidance and support for professional development, performance management, and career progression of team members.
- Provide visible, values-led executive leadership, fostering a high-performance, inclusive, and accountable culture.
- Act as a key member of the Investment and Development leadership structure, translating CIDO-led strategy into executable plans and ensuring delivery through Director teams.
- Provide clear leadership, direction, and performance management to a team of Directors, holding them accountable for delivery, pace, and quality of outcomes.
- Work in close partnership with the Chief Investment and Development Officer, contributing to enterprise strategy while owning execution of the investment and asset agenda.
- Lead, develop, and inspire senior leaders, ensuring strong succession planning and organisational capability.
- Build and maintain influential relationships with government, regulators, local authorities, private developers, and institutional investors.
- Act as an external ambassador for SNG, shaping sector thinking and strengthening organisational reputation.

General

- Role model SNG's values and leadership behaviours, fostering an environment of trust, transparency, inclusion, and employee wellbeing.
- Proactively promote the Everyone Safe and Well vision and principles, guiding by example to create a positive environment where health, safety and wellbeing are integral values for all colleagues.
- Undertake any other duties as may reasonably be required in line with the level of responsibility of the post and to meet the changing needs of the organisation.

Knowledge, Skills and Experience

Essential

- Senior level experience within housing, real estate, investment, infrastructure, or a related sector, with accountability for large-scale asset portfolios and investment programmes.
- Proven track record of operating at corporate leadership level, shaping and delivering strategy in complex, multi-stakeholder environments.
- Deep expertise in strategic asset management, regeneration, retrofit, and/or development, including large-scale capital decision-making.
- Strong commercial and financial acumen, including portfolio-level capital allocation, P&L accountability, and risk management across complex investment programmes.
- Experience structuring and delivering complex funding arrangements, including public funding, partnerships, and ideally equity investment models.

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- Proven experience of leading through senior leaders (Director level), driving alignment, performance, and cultural cohesion across multiple functions.
- Exceptional relationship-building skills with the ability to influence at the highest levels across public and private sectors.
- Strong governance and risk management capability, particularly in high-value, publicly accountable environments.
- High personal credibility, integrity, and commitment to organisational culture and values.

Desirable

- Experience leading sector-leading strategic asset management or transformation programmes.
- Relevant professional qualification (e.g. RICS, RTPI, or equivalent).
- Strong understanding of the social housing regulatory environment, ESG, and long-term asset stewardship.
- Experience working with institutional capital, equity partners, or organisations such as the National Housing Bank.

This is an overview of the job and will be periodically reviewed and updated to ensure that the job description fully reflects the responsibilities required of the post holder.

Version	Job code	Author	Date created/modified	Effective date
1.0	5145	Alexia Evans	17/06/2026	
1.1	5145	Joe Marshall	19/06/2026	