



Director of Assets and Maintenance

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About Beacon

Beacon Cymru results from the merger in January 2025 of Coastal Housing and RHA Wales: two respected community landlords with reputations for excellence, innovation and being a positive force in the communities where they work.

At Beacon we're a team in the truest sense of the word. We value relationships highly, so we invest in them daily. As a result, our workplace culture is open, trusting and respectful. It's also safe, which we think is pretty critical to encouraging new ideas and approaches.

We employ 380 people and we trust every single one of them to know, and do, their work in the way that gets the best results for residents, the local community and the planet.

Beacon owns and manages almost 9,000 homes. We aim to be an organisation for the future; one which constantly raises the bar to deliver improved services and homes for residents. We aim to deliver a greater number of new, high-quality homes each year; we're focused on growth and investment in existing homes and services, and we're a more resilient organisation with a wider geographical reach. We currently have over 500 new homes under construction across the regions where we operate.

Beacon's vision is to provide better places for people and the planet. Our purpose is to create lasting change you can see, through affordable homes, sustainable neighbourhoods, and vibrant town and city centres.

This is supported by our digital vision, which is to use technology to support and enable our aims and priorities, and to enhance our services, communication and interaction with residents and businesses across the communities in which we work. In doing this we will endeavour to create opportunities through our digital strategy for resident focus, innovation and sustainability.



Be Part of Something Great

In January 2026 Beacon celebrated its 1st anniversary, a merger driven by the belief that by combining forces we could deliver more and do what we do better. This means more and improved homes where residents are safe, comfortable and want to live. Through merger we have added depth and resilience and are developing an exciting environment for colleagues to enjoy their work, develop their skills and knowledge, all whilst serving local communities

The Opportunity

Following retirement, we are recruiting a Director of Assets and Maintenance to provide strategic leadership and management of the asset management and maintenance functions at Beacon. This role sits a part of the Senior Management Team and in this role you will lead several Heads of Service responsible for teams including building safety and compliance, asset investment and management, repairs and maintenance and estate management. You will work closely with the Executive Leadership Team and Board and play a critical role in shaping how we invest in, manage and maintain Beacon homes.

We are looking for someone who shares our values, has a strong social conscience and can apply their skills, knowledge and strategic experience to make a difference to Beacon and resident services, now and into the future. We are proud of our values driven culture and believe our team's unique backgrounds, differences and experiences are what makes Beacon successful.

In addition to the remuneration package, we offer personal development opportunities including ongoing training and development, the opportunity to expand your knowledge and skills, experience of working in a systems thinking organisation and the opportunity to further your career in the ambitious, vibrant housing sector in Wales.

We provide all the equipment you will need for your role and any tools or resources required to support different abilities and disabilities. We have inclusive workspaces and ways of working.

Perhaps most importantly, you'll join a team of amazing, highly motivated people working to make a real difference to people and communities across our areas of operation.

Our location

Operating across Bridgend, Carmarthenshire, Neath Port Talbot, Rhondda Cynon Taf, and Swansea, we have the Gower's world class beaches, beautiful natural landscapes and the Welsh valleys rich industrial heritage on our doorsteps. The ongoing regeneration across the areas are based bring creativity, thriving communities and friendly places to live and work.

Job Title:	Director of Assets and Maintenance
Place of work:	220 High Street, Swansea. SA1 1NW (Hybrid)
Hours of work:	35hrs Monday to Friday
Accountable to:	Executive Director of Operations
Responsible for:	Head of Asset Management, Head of Compliance, Head of Repairs Operations, Head of Reactive Maintenance
Salary:	£96,615 plus private health and dental care and competitive benefits package <i>Relocation package available subject to HMRC rules</i>

Job Summary

The work of the Director of Assets and Maintenance is vital to the success of Beacon in fulfilling its purpose to create lasting change you can see, through affordable homes, sustainable neighbourhoods, and vibrant town and city centres.

You will influence the shape, structure and strategic direction of this function, and will have the opportunity to develop a modern asset management and maintenance directorate that embraces transformation. Data quality, systems integration, transparency, accountability and cross functional collaboration are central to success, and in this post you will help identify and lead these changes, strategically and operationally, to meet the needs of Beacon, its residents and homes.

You will be an ambassador and champion for Beacon, and will play your part in ensuring great leadership and governance to realise the Group's vision and meet its business objectives.



Role Profile: Director of Assets and Maintenance

The Director of Assets and Maintenance is responsible for the following:

Strategic Direction

- Lead the development and delivery of Beacon's Asset Management Strategy, ensuring resident priorities and robust data inform investment, programmes, remodelling, acquisitions, and disposals.
- Provide assurance to the Executive Team and Board on compliance with all relevant legislation, regulatory standards, and codes relating to asset management and programme delivery.
- Drive asset performance through effective financial, operational, safety, sustainability, and customer insight measures.
- Lead decarbonisation and affordable warmth strategies across existing and future homes.
- Ensure asset data is accurate, complete, and accessible through effective stock condition surveying and data management.
- Embed resident feedback and insights into asset planning and service improvement.
- Integrate sustainability, building performance, and safety objectives into long-term asset planning.
- Identify, manage, and report on strategic and operational risks within the investment and maintenance programmes
- Contribute to corporate planning, policy development, and organisational leadership to achieve strategic objectives.

Building Safety and Compliance

- Ensure full compliance with all relevant legislation, regulations, and organisational policies across the service area.
- Maintain robust systems and controls for landlord safety compliance.
- Ensure properties meet all statutory requirements relating to gas, fire, asbestos, electrical, water hygiene, lifts, and other compliance areas.
- Ensure compliance with Welsh Housing Quality Standards, the Renting Homes (Wales) Act, Fitness for Human Habitation requirements, and related regulatory obligations.
- Ensure property hazards and health-related risks are identified, recorded, monitored, and resolved promptly.
- Work collaboratively across housing and maintenance services to address building safety risks linked to resident behaviours or property conditions (e.g., hazardous clutter), including partnership and awareness initiatives.

Financial control, systems and audit

- Lead short, medium, and long-term revenue and capital forecasting for asset investment and maintenance.
- Deliver value for money and ensure compliance with Financial Regulations and the Schedule of Delegated Authority.
- Review and optimise internal and external delivery models for repairs and maintenance services.
- Monitor materials and service costs to identify efficiencies while maintaining quality standards.

- Maximise procurement opportunities, frameworks, and social value outcomes where appropriate.
- Ensure effective use of IT systems to deliver accurate, reliable performance and asset data.
- Maintain effective relationships with auditors and ensure timely and well-managed audit activity.

Resident Liaison and Engagement

- Use service demand and performance insight to improve customer outcomes and reduce waste and increase value.
- Ensure resident voice and experience are central to asset management and maintenance services.
- Engage residents to shape property and estate services and inform service improvement.

Programme and Performance Management

- Lead the planning, prioritisation and delivery of data-led investment programmes, both short term and long term.
- Ensure all works are procured in line with organisational policies and regulatory requirements.
- Develop robust reporting, forecasting, and cost planning to support business planning and decision-making.
- Drive innovation and technical development to improve asset performance and long-term sustainability.
- Prepare and present reports to the Executive Team and Board.

Service Delivery

- Lead the delivery of responsive, compliant, resident-focused maintenance and asset services, including:
 - Reactive repairs
 - Emergency and out-of-hours services
 - Planned investment programmes
 - Servicing, safety, and testing programmes
 - Customer contact and liaison services
- Promote effective cross-organisational working to improve service delivery and remove operational barriers.

Leadership and Organisational Development

- Provide visible and effective leadership, fostering high performance and accountability both individually and collectively.
- Develop a positive, collaborative environment where staff are supported to succeed.
- Promote open communication, trust, and inclusive leadership behaviours.
- Role model open, honest, trustworthy leadership behaviours and ensure effective communication and collaboration to meet aims and objectives.
- Build a culture of innovation, continuous learning, and improvement.

Continuous Improvement / Systems thinking

- Foster an open and improvement-focused culture that learns from study, empowers employees and encourages innovation.

- Apply systems thinking and performance insight to understand demand and workflows, reduce waste and increase value, remove system barriers and enhance services.
- Develop and use meaningful (leading and lagging) measures to drive continuous improvement and assurance.

General: Workplace and Self-Development

- Treat residents, colleagues and stakeholders with respect in a fair and non-discriminatory way.
- Maintain awareness of relevant legislative, regulatory, and sector developments.
- Comply with health and safety regulations and organisational policies.
- Participate in training and professional development as required, demonstrating commitment to personal and professional development.
- Attend evening board and other meetings where necessary.
- Undertake any other duties commensurate with this post as requested.

This role profile is not exhaustive and may change to meet organisational needs.

Person specification

Leadership Qualities	Essential / Desirable
Values-led leader with a proven ability to engage, empower, and inspire teams	E
Credible and empathetic leader with strong delivery focus and commercial acumen	E
Strong relationship builder with excellent influencing and stakeholder management skills	E
Proven track record of leading and embedding positive change and continuous improvement	E
Understanding and using resident priorities to design investment programmes and day to day services	E
Emotionally intelligent, resilient, and collaborative leadership style	E
Strong strategic, analytical, and decision-making capability	E
Understanding and application of systems thinking principles, method and behaviours	D
Confident, balanced, and effective decision maker	E
Politically aware and diplomatically astute	E
Excellent communicator, able to engage and influence across a wide range of audiences	E
Proven ability to build collaborative, high-performing teams and partnerships across functions	E
Experience supporting mergers and/or post-merger integration	D
Strong commitment to equality, diversity, and inclusion in employment and service delivery	E

Qualifications	
Degree educated with relevant professional qualification	E
Chartered Membership of relevant professional body (e.g. RICS, CIOB or equivalent)	D
Evidence of continuing professional development and commitment to maintaining professional knowledge and standards	E

Skills, Experience and Professional Development	
Significant senior leadership experience within the housing or social housing sector, at Director level or equivalent	D
Extensive experience leading asset management, maintenance, or built environment services within a complex, customer-focused organisation	E
Strong knowledge of asset management, including planned investment, compliance, decarbonisation, and Welsh housing standards	E
Experience managing asset registers, stock condition data, and performance reporting frameworks	E

Proven experience overseeing planned, preventative, and reactive maintenance services	E
Understanding of repairs scheduling, contractor performance, and compliance checks	E
Strong understanding of statutory compliance and building safety, including fire, gas, electrical, asbestos, water hygiene, lifts, and related compliance areas	E
Experience developing and maintaining effective governance, risk management, and internal control frameworks	E
Experience operating within a regulated environment	D
Experience working effectively with Boards, Committees, and senior stakeholders	D
Proven ability to lead strategically across customer-focused service areas	E
Strong financial and commercial management skills, including oversight of complex budgets and investment programmes	E
Demonstrable experience designing and improving services around customer needs	E
Strong analytical skills with the ability to interpret complex business and performance data	E
Proven track record of delivering high-quality services and driving continuous improvement	E
Ability to produce and present clear, insightful reports to senior leaders and Boards	E
Commercially aware with a proactive and improvement-focused mindset	E
Up-to-date knowledge of legislation and regulation affecting the housing sector	E
Strong systems, data analysis, and performance reporting capability	E
Experience applying systems thinking and continuous improvement approaches to service delivery	D
Ability to manage relationships effectively with contractors, consultants, stakeholders, and colleagues at all levels	E
Ability to manage competing priorities and deliver under pressure	E
Evidence of ongoing Continuous Professional Development throughout career	E

General	
Commitment to Beacon's values, purpose, and reputation	E
Willingness to travel and attend meetings and sites across all operating areas	E
Commitment to active involvement in resident engagement and corporate activities	E
Acts as a positive ambassador for Beacon, demonstrating strong values and social purpose	E
Strong customer focus with commitment to improving resident outcomes and services	E
Full driving licence and access to a vehicle, or ability to travel effectively within the role	E
An enhanced Disclosure and Barring Service (DBS) check.	E
Flexible approach to working hours, including occasional evening meetings, in line with business and resident needs	E
Commitment to personal, team, and organisational development	E

Next steps

If this seems the job for you, you can apply online 24/7 right up to **9 a.m. on 13th July 2026**.

If you'd like to chat to us about the role before you apply, please contact:

- Caroline Belasco, Executive Director of People on 07976 252812 (**up to 30th June**)
- Serena Jones, Executive Director of Operations on 07458 031901 (**1st July onward**)

You can save your application progress through our online application system, so you don't need to do the entire thing in one go. We are not accepting CVs for this vacancy.

Here's a whistlestop tour of our typical recruitment process so you know what to expect:

- Complete and submit the application form online before the closing date and time shown.
- We'll review all applications and let you know whether you've been shortlisted.
- If you are, we'll invite you to come and meet us for an Assessment Day on either **28th or 29th July 2026**. Please ensure you are available for these dates prior to applying as we will unlikely be able to offer alternative dates.
- If you're successful, we'll make you an offer.
- Once you've accepted our offer, we'll follow up your references and check your eligibility to work in the UK. If the role requires it, we'll carry out a DBS check.
- Once that's done, we'll send you a contract and confirm your start date.
- Welcome to **#TeamBeacon!** There's a 6-month probationary period from your start date and your manager and HR will support you throughout.

Our benefits

Beacon offers a wide range of benefits including:



Hybrid Working. Minimum of two days in the Swansea Office.



30 days annual leave, plus an additional two days leave at Christmas!



Enhanced family friendly leave, including paid dependency leave.



Defined contribution pension with included life assurance of three times your salary.



Private Health Care, Dental Care and enhanced company sick pay



Payment of professional membership fees

Want to see the full range of benefits?
Visit beacon.cymru/jobs

