

trust

Head of Development & Sustainability

Candidate welcome
and information pack

February 2026





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Welcome from

Jackie McIntosh, Director of Assets & Sustainability



I'm delighted you are interested to find out more about this fantastic opportunity to join us at Trust Housing Association as our Head of Development & Sustainability.

I joined Trust in July 2021 as Director of Assets & Sustainability and was recently appointed as Trust's new CEO, commencing in April 2026. I can honestly say Trust is one of the best organisations I have ever worked for and that by joining us you will feel instantly part of 'Team Trust'. We are an organisation that is people centred with a caring culture where people really want to do the best they can for our customers and our colleagues. We don't just 'talk the talk' we 'walk the walk'. For me, it's a been a real privilege to work for Trust. Our strong social purpose sits together comfortably with smart commercial thinking, both of which are key requirements of this role.

Our aim is to ensure the highest levels of integrity across the activities of our Development & Sustainability Team and the wider Assets Directorate, both growing and redeveloping our asset base and improving our customers' homes and neighbourhoods in a sustainable way.

Our current corporate strategy '**The Time is Now**' has been transformational and as a result we have built a fantastic platform for us to develop our next Corporate Strategy covering the period 2026-31 with a focus on people and places, alongside strong organisational governance, digital innovation and sustainability. This is therefore a fantastic time to join us and be part of our exciting journey, as we enter of next chapter of growth.

Jackie McIntosh

Director of Assets & Sustainability (and incoming CEO)



Who We Are

Trust is a Registered Social Landlord (RSL), registered in Scotland and regulated by the Scottish Housing Regulator. We currently own and manage just under 4,000 homes and provide care and support services to around 2,500 later living customers living in our homes and the wider communities we serve.

We also have a wholly owned subsidiary, TEL (Trust Enterprises Limited), who manage our mid market rented properties and other commercial activities. We are present in 23 of Scotland's 32 local authority areas, however despite our geographical spread, we are proud that people see us very much as a local landlord and key employer across the country.

We make a notable difference to lives and communities through helping to meet housing needs and employing around 700 people, nationally.



**4000
homes**



**+700
Employees**



**Scotland
wide**



Why Join Us ?

With a strong purpose, positive culture and values defined by our employees, creating 10/10 customer and employee experiences is a not just what we do.....it's who we are.

We are people-centred and we genuinely care. We work hard at being the best employer we can be, supporting our employees to feel valued, empowered and part of the **OneTrust family**. Creating a positive and flexible working environment where people can get involved, flourish and grow is recognised by our employees who tell us this is a great place to work.

We are also proud to be recognised and accredited as :

- A Scottish Government Fair Work First employer
- An Investors in People Platinum employer
- A Disability Confident employer
- SRS (Sustainability Reporting Standard for Social Housing) Adopter



**We believe
in better**

We're proud of the incremental gains achieved everyday.



**We're here
for each other**

How we regard, respect and support each other is so important to us.



**We love
to learn**

Open to new ideas, we try hard and fail fast in a culture of participation and trust.

Our purpose is to make a positive difference in the lives of our customers and communities.



The Role

We are seeking a **Head of Development & Sustainability** to lead a committed and passionate team within the **Assets & Sustainability Directorate** responsible for delivering our vision of providing high quality new build homes for both social and mid-market rent, along with redeveloping existing Later Living homes to meet the needs and aspirations of our customers. The postholder will also lead our **sustainability and net zero strategy** and provide **energy services** to make a difference to peoples' lives and communities.

Over the last five years Trust has developed an active **new build development pipeline** and has established a track record of delivering high-quality homes and energy services for a diverse range of customers. Alongside our commercial subsidiary T.E.L (Trust Enterprises Limited), Trust owns and manages just under 4,000 homes for social and mid market rent and provides services to around 400 factored homeowners.

As a key member of the **Leadership Team**, you will oversee and provide strategic leadership for both new homes and sustainability, leading and managing a team of professionals across multiple disciplines, ensuring that each project meets the highest standards of quality, compliance and sustainability.



Job Specification

Reporting to the Director of Assets & Sustainability, the Head of Development & Sustainability will lead on the delivery of our new build homes programme and build a pipeline of new build projects as well as regeneration and remodelling projects within our existing stock. With responsibility for delivering on Trust's Sustainability priorities, driving our carbon reduction ambitions. You will implement best practice across all development and property functions and, as an effective member of our Leadership Team, demonstrate a leadership style that aligns with the vision, values and culture of Trust.

Role Accountabilities

- Line manage the Development & Sustainability colleague team, overseeing the New Build, Remodelling (of existing stock), Energy Management, Sustainability & Medical Adaptations functions
- Provide clear and inspirational leadership to motivate and develop the Development & Sustainability Team to deliver high quality, customer-centred services
- Translate Trust's strategy, and vision and values, into the delivery of our development, remodelling and energy efficiency improvement programmes
- Lead on the implementation of the priority objectives set within our Asset & Development Strategy
- Build and maintain relationships with Local Authorities, the Scottish Government, private developers, property agents, landowners and other partners & stakeholders in order to ensure a pipeline of development and to maximise funding opportunities for its delivery (including medical adaptations funding and net-zero related funding opportunities)
- Identifying stakeholders and working with communities in relation to individual development project planning and delivery
- Negotiating commercially and effectively in the interests of Trust on development and remodelling proposals, site acquisitions & development contracts



Job Specification (cont'd)

- Develop key relationships to secure development & remodelling projects (where appropriate) within relevant local authority Strategic Housing Investment Plans (SHIPs) and shadow programmes
 - Project Management, including budget management, delivering a portfolio of new build development, remodelling, energy efficiency investment and medical adaptations projects
 - Oversee the draw down, monitoring and reporting on grant from Scottish Government or where required TMDF local authorities.
 - Overseeing the Development tasks, in relation to our land acquisition/development partnership opportunities, including assessment of site/project viability in relation to Planning, Urban Design, Transport and other related issues; liaising with the Director of Assets & Sustainability to identify and secure potential sites and/or land led partnership opportunities
 - To oversee the management of the corporate energy requirements of Trust's property assets, through efficient and compliant energy procurement, management and data analysis, including the contract management of utility suppliers and collaborative framework partners, such as Scottish Government.
 - Oversee the identification and investigation of opportunities within the energy portfolio where improvements can reduce cost, whilst maintaining comfort for customers and colleagues.
 - Lead on the planning of engagement and support for colleagues and customers in an on-going learning and development programme to minimise energy usage and reduce carbon output.
 - Adapt the Development & Sustainability function to reflect a widening remit on Environmental, Social & Governance responsibility and increased focus on areas like sustainability, responsible business and organisational purpose and values
 - Negotiating commercially and effectively in the interests of Trust on additional property related matters, such as, commercial leases, land disposals, servitudes and wayleaves
 - Oversee the provision of consultancy services offered by the Development & Sustainability team to partner RSL's through Service Level Agreements
 - Assist the Director of Assets & Sustainability in establishing Organisational and other Key Performance Indicators (KPI's), ensuring projections & outcomes are at, or better, than KPI targets
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Job Specification (cont'd)

- Reporting to the Director of Assets & Sustainability, the wider Leadership Team and other senior members of staff on the performance of the development programme and individual projects including programme, budget and spend
 - Ensure compliance with, Procurement Regulations & Strategy; managing and reporting on the use of established Frameworks and other compliant routes to market
 - In collaboration with the Procurement Manager, monitor performance of all contractors and other delivery partners, such as energy suppliers, through the use of KPI's and other performance models
 - Prepare Board and Management reports and presentations and, when appropriate, report to the Trust Board and/ or relevant Sub-committees
 - Ensure effective engagement with Customer Experience and Asset Management colleagues to ensure new build design quality is of the highest deliverable standards that meets the changing aspirations of customers, can be managed by asset colleagues and delivers on our sustainability ambitions
 - Ensuring compliance with relevant policies, conditions and standards including:- Scottish Housing Regulator requirements; Scottish Government Guidance & funding conditions; Relevant Legislative Statutory requirements; Relevant Audit & Good Practice requirements
 - Assist the Director of Assets and Sustainability with development and wider property related Public Relations activities, including Press releases, award submissions, official openings, and other activities.
 - Any other duties which may be required from time to time by the Director of Assets & Sustainability or such other senior staff member who may be appointed
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Job Specification (cont'd)

Organisational & Leadership Responsibilities :

- Promote and live Trust's values at all times.
- Create a culture of innovation, collaboration and continuous improvement within the Development & Sustainability team, to achieve stronger outcomes and standards.
- Be a strategic and innovative thinker and translate strategy into operational and project plans, to achieve business and commercial goals.
- Develop strategic partnerships, negotiate and develop good relationships with the organisation's stakeholders and act as an ambassador and role model for Trust.
- Direct, develop and promote partnership working across the organisation and with external stakeholders to ensure that the goals of the organisation and its strategic objectives are met.
- Passionately promote and welcome diversity in all its forms and ensure compliance with all Trust policies and procedures.
- Be an active and effective member of Trust's Leadership Team, ensuring the high visibility, focus and delivery of the Development and Asset strategy function



Who We Are Looking For

We seek an inspirational leader who can drive and promote a culture of wellbeing, caring and productivity, working alongside the wider Leadership Team, to develop and deliver our forthcoming new Corporate Strategy covering the period 2026-2031, supporting Trust's vision, values and objectives. You will possess excellent interpersonal, influencing and stakeholder management skills, and you won't be afraid to challenge the status quo. If that sounds like you, we would love to hear from you.



Knowledge, Skills and Experience

- Be a strategic and innovative thinker who is able to translate strategy into operational and project plans, to achieve business and commercial goals.
- Have excellent business acumen, able to understand organisations– their purpose, future direction, priorities, and performance – as well as the external influences and trends impacting them.
- Bring commercial awareness, along with strong numerical skills to appraise projects, ensure projects are delivered within budgets and demonstrate value for money.
- Experience of land acquisition for affordable housing resulting in successful new build development, within budget (or the potential to deliver affordable housing within budget).
- Able to work with a high degree of autonomy to set and deliver the Development & Sustainability Team priorities and manage workloads within a pressurised and dynamic operating environment.
- Experience of working at a managerial or strategic level, preferably in relation to housing development, construction and/or regeneration/ stock remodelling.
- Proven ability to write complex reports and prepare presentations, using plain language and ensuring key accurate information is included to allow decision making by senior staff, boards and committees.
- Proven ability to lead and manage new build Design Teams and other property related external consultants.
- Track record of successful partnership / relationship building with both internal and external customers and stakeholders
- Knowledge of setting, managing and meeting new build project and programme budgets.
- Proven project and programme management experience.
- Ability to lead, coach and manage employees.
- Value data and be able to use it to provide evidence to inform better business decision making, and demonstrate performance and compliance.
- High levels of IT and digital literacy with an understanding and enthusiasm for new ways of working including Microsoft Teams, Power BI or similar.
- Track record in successfully delivering change and service improvement.

Qualifications

Essential – Degree in relevant field such as Planning, Real Estate, Surveying, Architecture or other property/built environment related discipline, or demonstrable career experience.

Desirable – Member of RICS, RIAS, CIOB or other relevant professional body

Terms & Conditions

Remuneration & Benefits

- Salary £74,140 + Car Allowance £7,536 per annum (from 1st April 2026)
- Defined pension contribution scheme (employer contribution of 6%)
- Fully Hybrid working arrangement + Flexible working opportunities
- Blue Light Card (employee discounts and benefits)
- Life Assurance 3 x salary
- Paid professional fees/memberships
- Health and wellbeing support including employee counselling service
- Excellent learning and development opportunities
- Ongoing personal development

Holiday Entitlement

33 days leave per year inclusive of public holidays
(rising to 36 days after 5 year's service & 38 days after 10 year's service)

Working Hours

Normal working hours are 35 hours per week, Monday to Friday between the hours of 7am and 7pm, including an early 3.45pm finish on a Friday. We're also happy to discuss flexible working requests.

Location

Your contractual base can be in **any one** of our 3 offices in **Glasgow, Edinburgh or Wishaw**, whichever is closest to your home address. We operate a hybrid working policy which supports work from home and in our communities as well as any of our 3 offices. While we have no set 'office days', as a member of the leadership team, attendance at in-person meetings will be required as part of this role.

Notice Period

The notice period is 3 months.



How to Apply

To apply for this post, please submit your tailored CV and covering letter to:

jobs@trustha.org.uk

If you would like a confidential, informal discussion about the role then please send an email to Ian Davie

IanD@trustha.org.uk quoting the job title in the subject field.

The closing date for applications is **8th March 2026**

Shortlisted applicants will be contacted directly and invited to attend an interview in person in Glasgow on **20th March 2026**.

Thank you for your interest in a career at **Trust**.

**PROUD TO BETM
FREDIE**

INVESTORS IN PEOPLETM
We invest in people Platinum

