



Homes
England

Chief Operating Officer

Candidate pack

May 2026



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Welcome from our CEO



Amy Rees CB

Chief Executive Officer, Homes England

Firstly, a heartfelt thank you for your interest in the role of Chief Operating Officer at Homes England.

I joined the Agency in September 2025 and am delighted and energised to be leading the Agency in what many would say is a uniquely challenging and tremendously exciting social and economic landscape.

We have much to deliver, with a significant opportunity to make a genuine difference to the housing landscape in England.

A chronic under-supply has resulted in record property prices that have increased at twice the rate of wages since the 1970s, leaving many in insecure or inadequate housing and many more in a position where their housing aspirations are simply unaffordable.

Our ambitious delivery plans will shape the housing and regeneration landscape and be pivotal in enabling the government's growth mission to deliver the biggest increase in social and affordable housebuilding in a generation.

The exceptional mandate given to us to deliver, including the inception of a new National Housing Bank and significant fund increases, is testimony to the commitment and confidence in Homes England to maximise economic opportunities to drive this growth.

The Chief Operating Officer will be responsible for providing strategic leadership to Homes England's corporate and enabling functions. Working closely with me and the rest of the Corporate Leadership Team as a collaborative and values-led leader, your input will be critical to the success of the Agency and the execution of our reinvigorated strategic ambitions that will support delivery of government housing priorities.

The Chief Operating Officer will be responsible for Leading across a variety of teams including people, digital, change, performance, estates, legal, commercial and business services, enabling effective decision making, organizational resilience and value for money, while supporting me as Chief Executive and our Board.

This is no easy task, of course, and requires an exemplary leader to deliver this successfully, at pace, and with values-led leadership in a complex political environment at national and local level.

The successful candidate will be able to readily demonstrate the experience and skills outlined in the role profile and above all will be an exemplary leader who is adept at providing strategic direction and clarity, swiftly articulating where we are going and how we are going to get there in a way that supports the refresh of our strategic plan and inspires confidence in the Agency.

Whilst visible and present as a leader, you will be expert at delivering through others, inspiring leadership at all levels within the Agency. Your high levels of emotional intelligence will positively impact on all relationships, from colleagues to key stakeholders, including relationships with Ministers and senior officials.

If this sounds like you, you may be a little apprehensive, but this will be outweighed by excitement and an energy that proves you are up for the challenge. You will bring confidence that you are equipped with the knowledge, skills and attitude to make it happen.

I very much look forward to receiving your application.

Who we are

Homes England is the government's housing and regeneration agency, driving a step change in the delivery of high-quality, safe and affordable homes — unlocking land, investment and innovation to transform the housing market across England and create thriving, sustainable communities.

Together with our partners, we're accelerating the pace of house building and regeneration across the country.

We work with thousands of public and private sector partners from small builders to Mayoral Combined Authorities and local councils.

We support regeneration and economic growth of towns, cities and rural communities. We are a national agency with strong regional structures and experts based across the country.

We're an executive non-departmental public body, sponsored by the Ministry of Housing, Communities and Local Government (MHCLG).

Our statutory objects are contained in the Housing and Regeneration Act 2008, the legislation creating the Homes and Communities Agency, which in 2018 adopted 'Homes England' as its trading name to underpin its mission and purpose.

We're governed by a Board, appointed by the Secretary of State for MHCLG, and led by our Chair, Pat Ritchie CBE. We can collaborate in a unique way between government and the public and private sectors.

We're unified by our determination to embrace this crucial opportunity to help solve one of the country's most intractable domestic policy issues.



Burgess Hill

We have a strong track record of delivering more homes and supporting people into home ownership.

During 2024/25 we:



Enabled the **completion** of more than **36,757 homes**.



Facilitated **the start of construction** for an additional **37,782 homes**.



Unlocked land that is capable of delivering more than **78,986 further homes**.

Our vision

To be a world-leading housing and regeneration institution, powering a step change in the delivery of homes, sustainable place-making and local economic growth.

Our strategic objectives

We have six connected strategic objectives that work together to deliver our mission and support the delivery of the government’s housing, regeneration and economic growth priorities.



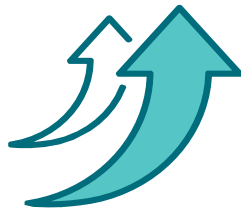
To achieve our mission and objectives, we're a people-driven organisation that embraces learning, development and change. This way of working is embedded in our core principles and values.

We are:



Respectful

As the core principle, this runs through all our values and behaviours



Impactful

We combine our **commercial expertise with social purpose** to deliver value for money and maximise our positive impact



Accountable

We are **empowered to lead by example**, take responsibility for our actions and speak up for what's right



Innovative

We are **bold, creative thinkers** who embrace change, never stop learning and always look for a better way to do things



Inclusive

We **recognise and value everyone as individuals** and draw strength from our differences



Collaborative

We share information, align priorities, and use **our collective knowledge and experience to achieve great results**

Working with Ministry of Housing, Communities and Local Government (MHCLG)

MHCLG is responsible for the development and delivery of government policy relating to housing, planning and building, local growth, local government, integration and community cohesion.

More information about the work of the department can be found in our [Annual Report](#) and on the [MHCLG website](#).



York Central

Our Board

We're governed by Board Members who are appointed by the Secretary of State for Housing, Communities and Local Government and have a particular responsibility for providing effective strategic leadership.



Pat Ritchie CBE
Board Chair



Peter Vernon
Deputy Chair



Abi Brown OBE



David Cutter



Lesley-Ann Nash,
MBA, FCMA



Melanie Montanari



Mark Henderson



Ros Kerslake CBE



Sir Oliver Letwin



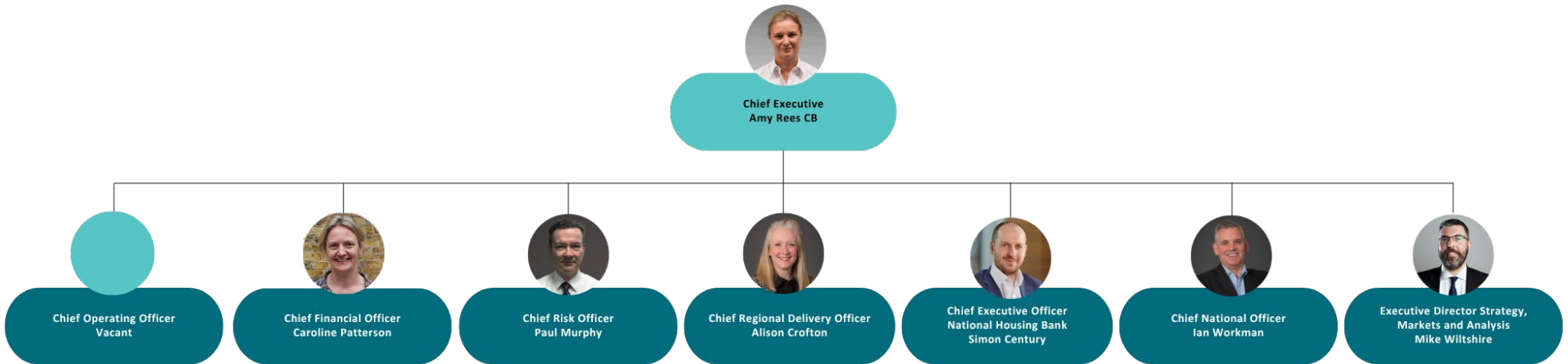
Amy Rees CB
Chief Executive

Bios on all our Board members can be found here:

<https://www.gov.uk/government/organisations/homes-england/about/our-governance>

Our Corporate Leadership Team

Our Corporate Leadership Team works with our board and stakeholders on developing and steering our strategic direction.



The role

The Chief Operating Officer role at Homes England requires a dynamic leader with a unique blend of strategic vision, operational expertise and the ability to navigate complex stakeholder environments.

The new government has made housing, regeneration and local growth the very heart of its long-term ambition. To build 1.5 million homes in this Parliament, the greatest delivery of affordable homes in a generation, the non-negotiable support of local democratic ambition must be bound together by the Agency's mission of social equity.

The Chief Operating Officer (COO) is responsible for leading Homes England's corporate and enabling functions, ensuring the organisation has the capability, systems, governance and resources required to deliver its strategic objectives. The role provides executive leadership across people, digital, change, performance, estates, legal, commercial and business services, enabling effective decision making, organisational resilience and value for money, while supporting the Chief Executive and Board.

Key relationships

- As a member of the Corporate Leadership Team (CLT), the Chief Operating Officer will attend meetings and make key strategic decisions with the wider executive.
- The Chief Operating Officer will develop strong working relationships with key stakeholders both internally at Homes England as well as our Board, Regulators and key partners. The COO will play a central role in critical supplier contracts as both commercial and legal teams report into this role.
- Strong stakeholder management skills will be essential to success in this role. As the

manager of several enabling functions it is important that the job holder is responsive to both the needs of the delivery facing business areas as well as control functions such as Risk and Finance, and is able to balance operational efficiency, delivery and operating within the parameters of our Board approved control environment.

Key accountabilities and responsibilities

A key member of the CLT, reporting to the Chief Executive, the post holder will:

- Provide strategic leadership of the Chief Operating Office, aligning individual expert contributions toward a shared vision, and leveraging diverse skills for collective problem-solving. Ensuring high quality, efficient and resilient enabling and corporate services that support delivery of Homes England's mission.
- Act as a core member of the CLT, contributing to corporate strategy, organisational performance, and long-term sustainability.
- Lead organisational planning, performance management and assurance, ensuring robust governance frameworks and operational processes and structures which enable the agency to operate within its Risk Appetite.
- Lead the design and delivery of strategic change, ensuring the organisation can deliver on its mission and strategy through optimal alignment of its people, systems and processes.

- Oversee financial management, budgeting and financial control of Directorate and change budgets to ensure public funds are used responsibly and deliver value for money.
- Lead the people agenda, including workforce strategy, organisational design, culture, leadership capability and employee engagement.
- Provide executive sponsorship for digital, data and systems transformation to improve efficiency, insight and user experience, and minimise cyber and operational risk.
- Ensure Homes England meets its statutory, regulatory and assurance obligations, including audit, compliance and transparency requirements.
- Maintain strong relationships with sponsor departments, regulators and key partners, representing Homes England with credibility and authority.
- Promote continuous improvement, innovation and collaboration across corporate services and the wider organisation.
- Excellent interpersonal and influencing skills, with the ability to build trust and credibility with senior stakeholders.

Management and oversight

- Provide senior strategic leadership to the Chief Operating Office team, ensuring the team has the skills, knowledge and experience to support the Agency's dynamic priorities in the future.
- Promote collaborative working across teams, working with the Directors, CLT and SLT to deliver the strategic objectives of the Agency.
- Mentor, coach and support teams, developing capabilities and role modelling behaviours.
- Provide high quality leadership and management support, ensuring the delivery of agreed objectives, the maintenance of a high-quality working culture and ongoing talent management.

Key qualifications, knowledge and experience

- Significant senior leadership experience at executive or board level within a complex organisation.
- Strong understanding of corporate services, including performance, people, digital, commercial and governance functions.
- Demonstrable experience of leading largescale complex organisational change and transformation.
- Proven ability to operate effectively within public sector governance, assurance and accountability frameworks.
- Strong financial acumen, with experience overseeing budgets, financial planning and value for money decisions.

What we offer

Creating an operating environment that optimises personal and Agency performance is our top priority.

As well as a competitive salary and 33 days' annual leave (exclusive of bank holidays), we operate a hybrid working model where colleagues spend 50% of their time in one of our nine offices.

Other benefits include a 1/80th CARE pension scheme with 4 x life assurance; a benefits hub offering multiple discounts; cycle to work scheme; and a regular Nuffield 360 health check.

We're also committed to exploring inclusive work options, including the potential for job shares and part-time working, ensuring we create the right conditions for all talent to thrive and develop.



Location: Based in one of our UK offices. You will need to be prepared to travel frequently for key meetings with colleagues and stakeholders across England.



Remuneration: Circa £210,000 commensurate with experience.

Further information and how to apply

Key dates

You are encouraged to apply as soon as possible and may be invited for a preliminary interview ahead of shortlisting.

- Shortlisting will take place w/c 8th June.
- The final interviews with Homes England will take place mid-June in London.

Application process

We are proud to be an inclusive organisation. We encourage applicants from all sections of the community so that we can truly reflect the neighbourhoods in which we work.

Interested candidates should submit their CV and a cover letter outlining their suitability for the role at www.homesenglandcareers.com

If you are unable to apply online please email: RecruitmentInfo@homesengland.gov.uk

All applications will receive an automated response.

All candidates are also requested to complete an online Diversity Monitoring Form which will be part of the application process. This will assist Homes England in monitoring selection decisions to assess whether equality of opportunity is being achieved. Any information collated from the Diversity Monitoring Forms will not be used as part of the selection process and will be treated as strictly confidential.

Personal data

In line with GDPR, we ask that you do NOT send us any information that can identify children or any of your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, data concerning health or sex life and sexual orientation, genetic and / or biometric data) in your CV and application documentation.

Following this notice, any inclusion of your Sensitive Personal Data in your CV/application documentation will be understood by us as your express consent to process this information going forward. Please also remember to not mention anyone's information or details (e.g. referees) who have not previously agreed to their inclusion.

For further information or to have a confidential conversation please contact our Advisors on: RecruitmentInfo@homesengland.gov.uk

