Asset Planning Manager

Department	Assets		
Reports to	Head of Asset Strategy	**Location**	Flexible
Date effective	March 2025	**Salary band**	9TP

Purpose

The Asset Planning Manager plays a pivotal role in ensuring strategic investments are made in the right properties at the optimal time. This position is responsible for overseeing the development and delivery of comprehensive 1-year, 5-year, and 30year investment plans. These plans must align with organisational objectives and ensure optimal utilisation of resources to meet current and future operational needs.

Key to the role is leveraging robust, high-quality data as a foundation for decisionmaking, ensuring that investment plans are data driven. This also involves leading consultations with internal and external stakeholders to accurately capture requirements and priorities, ensuring that the plans effectively balance immediate needs with long term strategic goals.

The Asset Planning Manager also provides leadership and direction to a team of Asset Planning Analysts, fostering a culture of excellence, promoting collaboration, and driving continuous improvement in planning processes and methodologies. By combining data-driven insights with stakeholder engagement and team leadership, the role ensures that investment is prioritised and delivered to maximise value and impact.

Key responsibilities / deliverables

- As a manager of A2Dominion champion and promote the core values of the business: *Caring by Nature, Working Better Together and Thinking of Tomorrow*. Demonstrate these values in intent and behaviour in all interactions.
- Develop and oversee the creation of 1-year, 5-year, and 30-year investment plans, ensuring alignment with organisational goals and priorities.
- Ensure investment plans prioritise the right properties at the optimal time to maximise value and efficiency, while meeting regulatory and quality standards such as Decent Homes requirements.

- Utilise robust, high-quality data to inform asset planning and ensure plans are evidence-based and align with operational and strategic needs.
- Maintain and improve data quality standards, analytics processes, and reporting tools.
- Lead consultations with internal and external stakeholders to capture requirements, priorities, and insights.
- Ensure effective communication and collaboration to gain consensus and secure buy-in for investment plans.
- Manage and mentor a team of Asset Planning Analysts, fostering a highperformance culture.
- Provide clear direction, set performance indicators, and facilitate professional growth within the team.
- Drive continuous improvement in asset planning processes, tools, and methodologies.
- Stay informed about industry trends and innovations to enhance planning approaches and strategies.
- Establish metrics and KPIs to track the performance and impact of investment plans.
- Deliver regular updates and comprehensive reports on the progress and outcomes of asset planning activities.

Line management

Direct reports: 3 x Asset Planning Analysts
Indirect reports: 0

Key internal contacts

All operational departments; Finance, Development & Regeneration, People Services, Organisational Development, Information Technology, Housing Services, Specialist Housing and Leasehold Services.

Key external contacts

Customers, legal advisors, Statutory Authorities, Sector professional bodies, Consultants and Suppliers, Specialist Advisers, Contractors, Managing Agents and private landlords, Auditors, Residents, Political representatives, Statutory bodies Regulatory bodies and Public Service Organisations.

A2Dominion General Obligations / Expectations

- Represent the department and Group positively with all external contacts
- Maintain excellent customer service, ensuring that you meet the Group's customer care standards
- Continually promote and ensure compliance with the Group's Equality and Diversity policy and procedure
- Establish, develop, and maintain effective working relationships with all work colleagues
- Ensure compliance with the Group's health and safety policy

Knowledge, skills, and competencies	Essential	Desirable
Qualifications/training		
Educated to degree level or equivalent and / or professionally qualified in a management or building, asset management, or related discipline and / or the ability to demonstrate relevant experience	**A/T**	
Membership with RICS, CIOB or equivalent professional body (preferred)		**A**
Knowledge and skills		
Strong understanding of asset management principles and practices, including long-term investment planning	**A/T**	
Knowledge and experience of ensuring compliance with the Decent Homes Standard and other relevant regulations or frameworks governing property investment and maintenance	**A/T**	
Proven experience in developing and delivering medium-to long-term investment plans (1-year, 5-year, 30-year)	**A/I**	
Experience in prioritising investments to optimise resource allocation and align with strategic objectives	**A/I**	

Demonstrated ability to analyse complex data sets, apply insights to decision-making, and ensure robust data management	**A/T**	
Experience with asset management systems and analytical tools to drive data quality and planning accuracy	**A/T**	
Strong track record of engaging and consulting with internal and external stakeholders to capture requirements, align priorities, and secure buy-in	**A/I**	
Effective communication and negotiation skills to work with cross-functional teams and external partners	**A/I**	
Proven experience in managing and developing teams, fostering collaboration, and driving high-performance outcomes	**A/I**	
Ability to lead a diverse team in a dynamic, fast-paced environment	**A/I**	
Familiarity with risk management processes related to asset planning and investment	**A/I**	
Strategic thinking with a focus on achieving long-term goals	**A/I**	
Exceptional organisational skills to manage multiple priorities and deadlines	**A/I**	
Strong interpersonal skills with the ability to build and maintain positive relationships	**A/I**	
Attention to detail and commitment to delivering high-quality outcomes	**A/I**	

A2Dominion values	
DRIVE: Deliver, Respond, Innovate, Value Enterprise	
Competency	**Essential**

Influential The ability to work with and through others to achieve organisational goals; flexes communication style for different audiences; demonstrates a personal confidence that engages people to listen; seeks to understand others' needs and works hard to achieve win-win outcomes; adopts versatile strategies in overcoming obstacles to getting things done; supports ideas and requests with a sound business case; challenge effectively when services do not meet the required standard and is able to identify when it is appropriate to escalate matters to achieve resolution	**X**
Future focused Articulates a clear and inspirational vision of the future; motivates and inspires optimism by painting pictures of what can be achieved; anticipates future needs by horizonscanning; researches broader perspectives and encourages innovation to improve the future for our customers and our people; has a 'what's possible' mind-set; develops capability for the future; identifies unintended consequences and	**X**

proactively takes measures to mitigate risk; embraces change and adapts to new ways of working.	
Engaging Gets the best out of individuals by understanding what motivates them; has good self-awareness on how their behaviour impacts others and modifies accordingly; has a strong leadership 'brand' that people trust and want to work with; translates organisational strategy in a way that motivates people to act; fosters a positive team environment across the organisation through collaborative working; demonstrates personal integrity at all times; is able to flex their leadership approach to individual styles and situations; shows authentic behaviours that are not compromised by personal ego; adopts a customer focused approach; builds effective relationships with residents and stakeholders and act as an ambassador for A2Dominion; takes time to communicate and collaborate effectively with stakeholders, both internally and externally.	**X**

Resilient Does not allow pressure to interfere with thinking, judgement or behaviour; advocates and supports change and adapts accordingly; remains calm under pressure; works on their own initiative; pursues goals despite setbacks; shows courage and tenacity in difficult situations; works hard to find solutions to problems; receives feedback positively and appreciatively; does not blame others for disappointments or set-backs but focuses on resolving them in the most effective way; able to meet challenges and conflict with a positive mind-set; finds creative ways to overcome barriers; adapts to change and new ways of working; able to work independently and utilize mobile technology	**X**
Performance focused Delivers a consistently high performance; empowers self and others to make decisions and deliver results; ensures the co-creation and delivery of performance standards and goals with individuals and teams which are linked to the organisational strategy; takes a thorough and detailed approach to record keeping and action planning; monitors and reviews performance regularly; provides feedback and coaching to help people develop and achieve more than they thought possible; provides support and guidance; encourages joint responsibility for continuous development; addresses poor performance effectively and recognises good performance in an appropriate and timely	**X**
manner; manages time effectively to deliver outputs and achieve targets; prioritise tasks effectively and understands the principles of risk management	

This role profile outlines the main responsibilities and requirements of the post. All employees are expected to comply with reasonable management requests to carry out additional or alternative duties.

How we will assess your match to the job:

- A = Application
- T = Testing
- I = Interview