

REGULATOR OF SOCIAL HOUSING (RSH) ROLE PROFILE

Role	Senior Advisor Investigation & Enforcement	Directorate	Investigation & Enforcement
Reports To	Assistant Director Investigation & Enforcement	Section	
Post Reference	N/A	Grade	19

Purpose of the Role

The Investigation and Enforcement team responds to the most serious and complex cases where registered providers have or may have serious failings in its delivery of the outcomes in the regulatory standards.

Reporting to the Assistant Director and working across the I&E team, the Senior Advisor will take the lead on a range of casework, across all the regulatory standards. It is responsible for developing and implementing resolution strategies, dealing directly with the registered providers, advisors and funders and co-ordinating a team to deal with all aspects of a case to drive improvement and change within an organisation.

A detailed and broad understanding of registered providers, corporate governance and the application of the regulatory standards will therefore be required, as will experience of working with stakeholders to drive change within an organisation. The postholder will also contribute to developing regulatory strategy, policy and processes across the directorate. In common with other roles at this level within the organisation, the post holder will be expected to play an active role in corporate projects and act as leader within the regulator.

Main Duties and Key Accountabilities of the jobholder

1. Devise, co-ordinate, and implement effective strategies for organisational rescue and improvement for the resolution of serious and complex cases of underperforming Registered Providers, in support of the RSH's overall regulatory responsibilities and statutory objectives.
2. Act as the operational lead managing the most serious cases, across the regulatory standards, responsible for leading the cross functional team and also advising and supporting the Regulatory Engagement team on other cases.
3. Support the Assistant Director Investigation and Enforcement in ensuring that the RSH's regulatory, investigatory, enforcement and general powers are used in a proportionate, consistent, transparent and accountable way, so as to be robust and able to withstand potential challenge.
4. Provide advice and analysis necessary for the successful resolution of serious cases by developing and implementing effective strategies for organisational rescue and support, across the full range of Registered Providers.
5. Analyse and evaluate information about registered provider performance arising from: a wide range of sources (including regulatory assessments, allegations and whistleblowing, and referrals from external bodies) to determine an appropriate regulatory response. Ensure that effective strategies for handling these cases are established and implemented and assist in achieving consistent standards of application across the RSH.

Main Duties and Key Accountabilities of the jobholder

6. Make recommendations on the use of the RSH's regulatory, investigatory, enforcement and general powers as appropriate to assist in the resolution of cases. Manage the process of using those powers effectively, ensuring their application is consistent with the legislation which governs our work. Where appropriate this may include taking a leading role in commissioning and managing investigations, inspections and statutory inquiries, and in implementing and managing any further statutory actions arising from them.
7. Represent the RSH in a professional manner with stakeholders, including for example Boards and Executive Teams of registered providers and their advisors, to support the resolution of cases that do not meet the outcomes of our regulatory standards.
8. Using expert knowledge of our casework processes, develop and maintain policies, procedures and guidance on the use of the RSH's powers, investigation and enforcement, and on the effective resolution of performance failures in registered providers
9. Act as specialist in regulatory investigation and enforcement policy and practice, and provide relevant advice, guidance and training to others, both internally and externally, to assist them in discharging their responsibilities.
10. Assess the effectiveness of the operation of investigation and enforcement policies and procedures to ensure that lessons are learned and disseminated to others, both internally and externally.
11. Provide timely and effective reports to Executive and Board on all major cases of underperforming landlords as required.
12. Represent the RSH on investigation and enforcement strategy, policy and procedural issues to external bodies as required.
13. Work across functional teams across the RSH to ensure that RSH's objectives are delivered in a cohesive, collaborative and joined up way.
14. Contribute to the delivery of cross functional RSH projects in line with the RSH's corporate objectives, working within RSH policies, practice and values at all times.

Working Relationships and Contacts

External Relationships:

- Board members and Executive Team and staff of landlords to challenge performance and discuss areas of potential or actual weaknesses and failings
- Lenders, consultants and their representatives.
- Other regulators and statutory bodies

Internal Relationships:

- Senior staff across the Regulatory Engagement directorate
- In house legal team
- Communications team
- Strategy directorate

Core job skills

Qualifications:

- Strong reasoning and analytical skills, which may be demonstrated through either a degree level education, CCAB financial qualification or equivalent.
- Experience of delivering results in a governance, financial or regulatory environment

Knowledge, Skills & Experience:

- Experience of influencing the management and implementation of change at both board and senior executive levels in a regulatory or business environment.
- Sound financial awareness and understanding of financial regulation and financial management.
- Understanding of the overall strategy, operations and key processes of registered providers, particularly in the areas of governance, risk management, service delivery and financial control.
- Understanding of the principles of risk management, and of the risk environment in which registered providers operate, including the ability to evaluate how organisations have applied the principles of risk management in their operations.
- Strong analytical and evaluation skills, drawing conclusions and exercising sound judgment from a wide range of material on housing or other business performance to reach robust and evidence-based conclusions.
- Knowledge of the legal and governance framework in which the RSH operates as regulator, and of its accountabilities to Government and other stakeholders.
- Experience of managing relationships at Board and Executive levels with authority and credibility.
- Knowledge of risk management and the principles of corporate governance
- Working experience of applying investigatory techniques and methodology across a range of scenarios with the ability to manage workload effectively, developing practical solutions to problems whilst balancing multiple issues and priorities appropriately
- Ability to operate collectively and corporately in an environment of supportive challenge, including working across team boundaries in a collaborative and inclusive way.
- Excellent oral and written communication skills effective for a wide range of audiences, including the ability to evidence key decisions and to communicate those decisions to stakeholders.
- Experience of management and leadership with a proven ability to achieve results in a dispersed management environment, with a matrix management approach.

General Responsibilities

- To adhere to RSH's equality and diversity and equal opportunities policies in all activities and to actively promote equality of opportunity.
- To be responsible for your own health and safety and that of your colleagues and all others in the workplace, in accordance with RSH Health and Safety policies.
- To demonstrate RSH core values in all working relationships within the workplace
- To work in accordance with RSH Data Protection Policies and adhere to RSH Freedom of Information policies where appropriate.
- To undertake such other duties as may be reasonably expected.