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Supporting communities, delivering results

Executive Director (Housing and Technical Resources)

£170,208 - £174,989

(Initial placement will reflect experience and competence)

Recruitment pack – FCR 4917 Executive Director



About us

South Lanarkshire is the fifth largest council in Scotland, as well as being one of its most diverse. Home to a population of around 334,030 and covering 180,000 hectares stretching from Glasgow to the Borders, South Lanarkshire thrives upon a mix of urban and rural communities.

Our Council Plan, Connect seeks to support all who live and work here – from the youngest to the oldest – through six key outcomes. It also outlines our vision and priorities to improve, sustain and enhance what matters most to them. Education, housing, sustainability, economic development, tackling deprivation and poverty, and looking after our most vulnerable, are top of the list.

This vision also strives to make South Lanarkshire one of the strongest and most dynamic economies in Scotland, where businesses, communities and residents can prosper and achieve their full potential.

Despite the financial challenges facing local government, we continue to deliver significant capital investment across our school estate, roads, town centres, leisure facilities, country parks and social housing, demonstrating our commitment to supporting communities and improving local infrastructure.

As a key partner in the Glasgow City Region City Deal, a £1.13 billion initiative focused on investing in infrastructure and economic development assets, we are committed to supporting and developing our business base and key sectors.

Working through the South Lanarkshire University Health and Social Care Partnership, the council has taken the opportunity to develop new strategic approaches to our care for the elderly, working with our NHS partners to provide the support this and future generations will need.

South Lanarkshire is also a listening council. Our membership of the Community Planning Partnership allows us to engage across the spectrum of services and those who use them.

Here in South Lanarkshire citizens enjoy an excellent quality of life. Green spaces, cultural opportunities, enviable transport links and affordable housing make this an attractive place to live, work and bring up family.

The foundations have been solidly laid to enable us to continue to promote South Lanarkshire on a local, national and international stage, whilst ensuring our people can, and will, prosper.



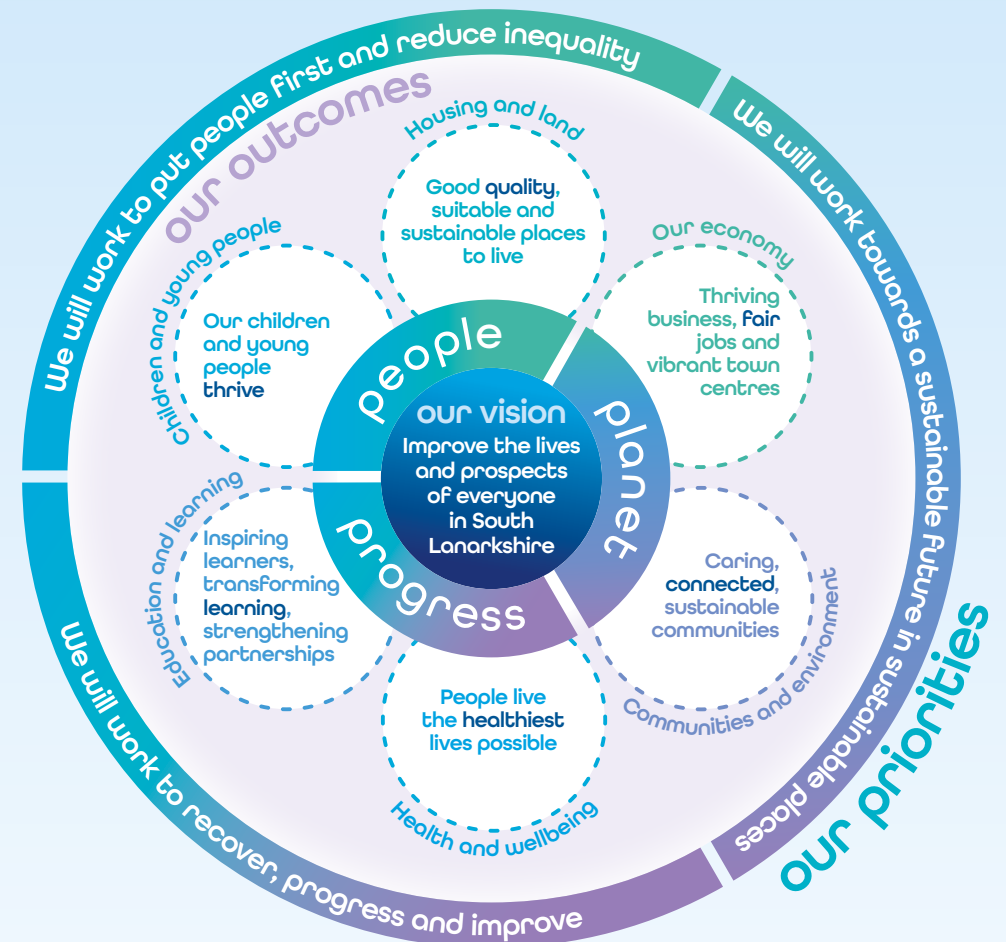
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About the area



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Our vision



our values

- Focused on people and their needs
- Working with and respecting others
- Accountable, effective, efficient and transparent
- Ambitious, self-aware and improving
- Fair, open and sustainable
- Excellent employer

ambitious, self aware and improving • fair, open, sustainable • excellent employer

About the Resource

South Lanarkshire Council is one of Scotland's biggest and most progressive local authorities. It is an ambitious, high-performing organisation with a clear vision to improve the quality of life of everyone in the area.

There are two Services within Housing and Technical Resources which help to ensure that the council operates successfully in an increasingly complex and challenging environment. Although diverse, each service is essential to the running of the council and the delivery of its vision, values and priorities.

Housing Services

Housing Services is the fourth largest social landlord in Scotland and is responsible for providing a comprehensive housing management service, managing 26,140 homes, including 34 Sheltered Housing developments and 2 sites for the Gypsy/ Traveller community. Housing Services is divided into 3 distinct, yet interrelated service areas of homelessness and housing support; housing management services and housing strategy and support.

We provide homelessness and housing support services, working to prevent and alleviate homelessness; support independent living; improving levels of tenancy sustainment and support vulnerable households in our communities, including refugees.

Housing management services includes a range of activities such as, allocating

housing, managing tenancies and rent management.

At a strategic level, we have responsibility for the development and implementation of the Strategic Housing Investment Plan (SHIP) and the delivery of South Lanarkshire's housing and regeneration ambitions through the Local Housing Strategy. This includes overseeing a housing investment programme that will support the delivery of approximately 2,408 additional affordable homes between 2026 and 2031, based on 2,078 new build homes and 330 buy-backs within the 5-year period. Through this work, we collaborate with the Scottish Government, Registered Social Landlords and other partners to increase housing supply, support regeneration, improve housing outcomes and contribute to the long-term sustainability of communities.

The Service also provides both strategic and support functions across the Resource, contributing to the council and national agenda, including anti-social behaviour, tackling poverty, affordable warmth and the development and delivery of additional affordable homes.

Property Services

Property Services is responsible for ensuring that the council's property portfolios, including housing, land and corporate buildings, contribute effectively to service delivery by being fit for purpose, suitable, sustainable and efficient.

The service comprises 3 service areas, Building Services, Assets and Estates and Consultancy Services. These services have a wide range of responsibilities including working with all other Resources to develop, design, procure and, in many cases deliver property construction/ improvement projects.

The service undertakes maintenance works across the property portfolio, including the out-of-hours repairs service and carries out legislative compliance works including electrical testing and gas safety checks.

Property services also manage properties for sale and lease and undertakes acquisitions and valuations. Working with other Council services, we take the lead role in the delivery of energy efficiency and sustainability objectives.



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Key Facts

Housing Services

Manage over **26,140 homes** and **2 sites** for Gypsy/Travellers

Collect over **£118m in rental income** from council tenants

Provide housing and support services to sheltered housing tenants across **46 complexes**

Let around **1,900 empty houses** each year

Maintain a housing register of approximately **14,000 applicants**

Receive around **4,500 new housing applications** each year

Provide housing options advice to around **2,400 customers** each year

Assess over **2,500 homeless applicants** each year

Property Services

Property Services Revenue Budget 2026-27 currently **£99.7m of Expenditure** and **£89.7m of Income**

Current Housing Investment Programme including projects to build new **Council Housing of £94.7m**, Non Housing Investment Programme **£109.5m**

HRA Expenditure (and equivalent income) budget of **£143m**

Housing (General Fund) expenditure budget of **£19m** and income budget of **£10m** (net budget of **£9m**)

Property portfolio of over **400 establishments** with a building floor area in excess of **700,000m²**

Tenanted, non residential, lease portfolio of **700 properties**, with a **gross income in excess of £4.3m**

Housing portfolio with investment and maintenance of approximately **26,000 council houses**

Typical annual volume of **115,000 repairs** carried out by Building Services (Housing and Non Housing)

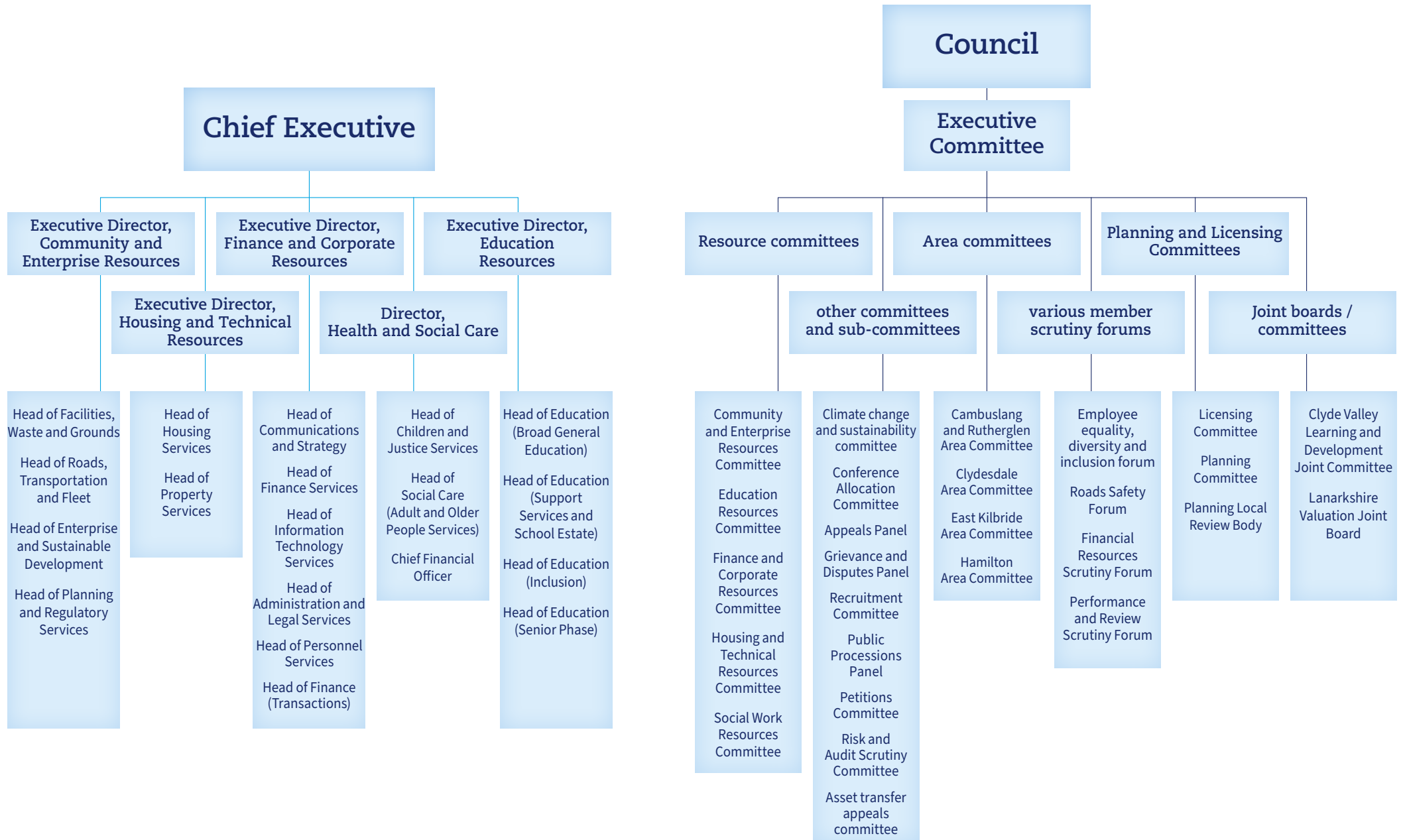
We provide a property Factoring Service to more than **8,000 homeowners** across South Lanarkshire, making us one of the largest local authority factoring services in Scotland and supporting a substantial programme of common repairs, maintenance and property investment.

Resource Structure



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Organisation Structures



ambitious, self aware and improving • fair, open, sustainable • excellent employer

Executive Director

Are you an inspirational leader with vision, credibility and a drive to shape services that will make a lasting difference to communities within South Lanarkshire?

As one of Scotland's largest and most ambitious local authorities, South Lanarkshire Council is looking for an exceptional Executive Director to lead Housing and Technical Resources and play a key role in our Corporate Management Team.

This is a significant leadership role, with responsibility for Housing Services and Property Services - including more than 26,000 council homes, homelessness and housing support, property assets, construction programmes, repairs, maintenance, and the council's energy efficiency agenda.

Suitable candidates will bring a strong public service ethos, sound political awareness and a clear focus on meeting the needs of tenants, residents and service users across South Lanarkshire. You will work constructively with elected members, employees, partners and communities to deliver responsive, high-quality services in a challenging environment shaped by evolving legislative, regulatory and financial demands.

You will provide clear strategic direction, lead complex services through change, and work closely with stakeholders to deliver robust, high-quality and sustainable services which are aligned to the council's core vision and values.

If you are looking for your next challenge and possess the skills and experience below, we welcome your application:

- Senior leadership experience within a large, complex public sector organisation,
- Strong strategic and operational management skills, with a continuous improvement focus,
- Substantial track record of delivering strategic programmes across a large and complex organisation,
- Passionate about public service and improving the lives and prospects of everyone in South Lanarkshire.
- Credibility, integrity and political awareness.

For an informal discussion or to find out more about this role, please contact Chief Executive, Paul Manning, on 01698 454208.

**Assessment centre:
week commencing 31 August 2026**

**Interview date:
week commencing 21 September 2026**

Job profile

Reports to: Chief Executive

Location: South Lanarkshire Council, Council Headquarters, Almada Street, Hamilton ML3 0AA

Grade: £170,208- £174,989

Overall purpose of the job:

To lead the Housing and Technical Resources portfolio, directing multi-functional teams and driving continuous service improvement.

You will have responsibility for ensuring a corporate and integrated approach to the development and implementation of policy, strategic initiatives and management of the council's affairs. In addition, you will ensure a strategic approach to the planning, management and use of the council's property and land assets to support service delivery and progressive working arrangements.

Key tasks and responsibilities:

As a member of the council's Corporate Management Team (CMT), to act as the primary interface with elected members of the council; ensuring the effective delivery of services which are consistent with the council's political priorities, values and objectives.

- To provide strategic leadership for resource management and policy planning across Housing and Technical Resources.
- To lead operational delivery, target setting and continuous improvement within the resource; ensuring that standards support the council's strategic initiatives, aims and objectives.
- To develop and maintain robust management information, performance monitoring and review arrangements to support the best use and development of council resources.
- To provide advice and guidance to elected members on policy and strategic matters.
- To lead Housing Services; responsible for the delivery of a comprehensive housing management service.
- To lead Property Services; responsible for managing the council's portfolio of land and property assets.
- To discharge legal duties and responsibilities on behalf of the council, in relation to Housing and Technical Resources, and as a member of the CMT.
- To work in partnership with other bodies, organisations and individuals as necessary.

Essential requirements:

- Educated to degree standard and/or professional qualification or equivalent relevant experience
- Demonstrates significant Director or Head of Service strategic management experience across a large complex public sector or local government organisation.
- Ability to lead and direct multi-functional teams across the resource.
- Can demonstrate substantial leadership and change management experience, showing excellent strategic, operational and financial management skills.
- Demonstrates a customer focused approach to service design and delivery aligned to legislative requirements.
- Ability to build effective relationships and work collaboratively with employees, customers and stakeholders to promote a culture of teamwork, accountability and success.
- Shows a strong personal commitment to improving local public services.
- Acts with honesty, integrity and transparency; treats people consistently, fairly and with respect.
- Persistent, tenacious, highly motivated and not easily discouraged.
- Inclusive and supportive team player.
- Works in a flexible, adaptable manner; acts with discretion and tact.

Behaviours framework

Efficient

- Leads and drives service improvement and innovation by communicating vision, values and a sense of purpose throughout the council.
- Leads and achieves efficiency savings taking into account Community Planning, SLHSCP, Legislation, Resource Objectives and Workforce Planning, whilst improving outcomes for the communities and people of South Lanarkshire.
- Leads and develops services which have a positive impact on ensuring sustainability of resources.
- Effectively leads and motivates others by giving clear direction and by exemplifying the organisation's values and behaviours.

Flexible

- Leads and plans for the variability of service demand, service user need and resource availability, ensuring the strategy, operational delivery and systems have the resilience and capacity to cope with uncertainty.
- Leads innovative approaches in creating, designing and modifying services and developing new ways of working which achieve efficiency and improvement. Is able to anticipate changes in service requirements and effectively manage transitions.
- Leads, views and drives change by persuading and influencing others and presenting change as an opportunity to modernise, maximise and 'future proof' services.
- Understands the impact of change on others, both within and out with the council and is able to provide leadership and offer support and guidance.

Performing

- Demonstrates a high level of personal credibility and develops sophisticated strategies for influencing others at all levels of the organisation, or external stakeholders.
- Focuses on and is aware of the wider political, social, legal, economic, technological and community environment when delivering strategic long-term outcomes.
- Is customer focused and strives for improvement and excellence within the council, as well as with partners and other stakeholders.
- Provides clear leadership and direction, enabling a strong sense of ownership and personal responsibility for the delivery of outcomes and objectives.
- Ensures that Health, Safety and Wellbeing are at the heart of the service delivery approach and that these principles are aligned to the application of the strategic approach.
- Uses different and effective communication and interpersonal styles depending on the nature of the work.

Working with others

- Facilitates elected members' involvement and consults with representative groups when formulating strategies.
- Leads community engagement and engages with internal and external partners ensuring the full ranges of views are taken into account.
- Leads and inspires a 'best team' and 'one team' culture.

- Drives a pro-active and intelligence led approach to complex operational or business issues and spends time building and developing relationships with partners.
- Leads and builds partnerships and networks locally, regionally and nationally to help provide support, guidance and expertise by shaping and driving forward agendas and addressing concerns.
- Leads and encourages open communication at all levels in the organisation.
- Identifies resistance to change early and takes steps to avoid any issues or tensions.
- Takes account of political consequences of decision making.
- Is a clear role model who integrates and mainstreams diversity considerations into all activities.

Leading

- Is visible, available and accessible to managers, elected members, partners, community and the wider workforce.
- Provides inspirational leadership.
- Leads and builds commitment and engagement to improve organisational impact and outputs.
- Demonstrates sensitivity, confidence and good judgement in decision making and relationships.
- Leads and manages multiple, complex and strategic issues and actively drives progress.

Position requirements

Qualifications

Educated to degree standard and/or professional qualification or equivalent relevant experience.

Experience

The successful candidate should demonstrate significant Director or Head of Service level strategic management experience across a large complex public sector/local government organisation.

Additional Post requirements

This post has been politically restricted in terms of section 2(1) Category 3 of the Local Government and Housing Act 1989 and the Local Government Officers (Political Restrictions) Regulations 1990.

This post is excepted in terms of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 2003.

Recruitment checks

As part of our commitment to good practice, statutory compliance and safer recruitment, we carry out essential pre-employment checks relevant to the role.

These checks may include confirmation of identity and right to work status; PVG membership and Disclosure Scotland checks; proof of qualifications, professional registration/membership checks; foreign police check (if you have lived abroad for over 3 months in the last 10 years), employment history including gaps in employment, and employment reference checks.

All applications for this post are online

Please note that all correspondence will be via the email address you provide; it is therefore recommended that candidates check their inbox, junk and spam folders regularly so that vital communication is not missed.

To support an efficient recruitment process, candidates are asked to provide any requested information or documentation as soon as possible.

Equal opportunities and inclusion statement

The council is committed to fostering equality, diversity and inclusion in its workforce. Therefore, we welcome applications from all sectors of the community, including under-represented groups within our workforce.

We are keen to receive applications from candidates who have a disability, who are from a care experienced background, who are from a black, asian or minority ethnic background, from a military service background and from those who are new Scots.

As a Disability Confident employer, we guarantee an interview to all disabled applicants who meet the essential criteria as outlined in the job profile for this position.

As proud holders of the UK Armed Forces Covenant Gold Award, the Council is committed to supporting members of the armed forces community, including service leavers, veterans, reservists and their families. In line with this commitment, service leavers, their close family members, veterans and reservists will be guaranteed an interview if they meet the essential criteria as outlined in the job profile.



Further information

You can find more detailed information about the council, its priorities and its policies by following these links:

[South Lanarkshire Council website](#)

[Council departments](#)

[Council performance](#)

[Connect – council plan](#)

[Plans and policies](#)

[South Lanarkshire councillors and committees](#)

[South Lanarkshire View](#)

[South Lanarkshire Leisure and Culture](#)

[South Lanarkshire Health and Social Care Partnership](#)

[South Lanarkshire Community Planning Partnership](#)



If you need this information in another language or format, please contact us to discuss how we can best meet your needs.

Phone: 0303 123 1015

Email: equalities@southlanarkshire.gov.uk



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