

Director of Place and Property

Cairn Housing Association | Scotland

Creating places that people are proud to call home.

Cairn Housing Association is one of Scotland's leading housing providers, delivering homes and services that enable people and communities to thrive. We are now seeking an exceptional **Director of Place and Property** to join our Executive Leadership Team and play a pivotal role in shaping the future of our homes, neighbourhoods and property services.

Reporting directly to the Chief Executive, this is a high-profile strategic leadership role with responsibility for a diverse portfolio spanning property services, asset management, planned investment, development, compliance, sustainability and place-based partnership working. The successful candidate will lead a significant programme of transformation, ensuring our homes and communities remain safe, sustainable and responsive to the changing needs of tenants and stakeholders.

The Role

As Director of Place and Property, you will:

- Provide strategic leadership across repairs, maintenance, asset management, investment, development and landlord compliance.
- Lead the delivery of long-term asset and investment strategies that support tenant outcomes, regulatory standards and organisational sustainability.
- Drive innovation, digital transformation and the responsible use of technology and AI to modernise services and improve customer experience.
- Oversee major investment programmes, development activity and asset improvement initiatives.
- Ensure robust governance, risk management and compliance assurance across the property portfolio.
- Build influential relationships with tenants, contractors, local authorities, regulators and partner organisations.
- Advise the Executive Team and Board on strategic property, compliance, investment and development matters.
- Champion a place-based approach that connects homes, services and communities to deliver lasting social impact.

About You

We are seeking an experienced and inspirational senior leader with a track record of delivering strategic change within a complex asset-intensive environment.

You will bring:

- Significant executive or senior leadership experience.

- Strong knowledge of property, asset management, development, compliance and investment planning.
- Experience of advising Boards and senior stakeholders on strategic and operational matters.
- A proven ability to lead organisational change, service improvement and business transformation.
- Commercial acumen and experience managing substantial budgets, contracts and stakeholder relationships.
- Excellent leadership skills with the ability to motivate teams and create a culture of accountability and continuous improvement.
- The confidence to use data, digital solutions and emerging technologies to improve performance and decision-making.
- Knowledge of development funding requirements, Scottish housing policy and regulatory environment, social housing and the wider public sector.

Why join Cairn?

This is a unique opportunity to help shape the future of one of Scotland's most respected housing organisations. You will join an ambitious Executive Leadership Team committed to delivering excellent services, strengthening communities and investing in homes that meet the needs of current and future generations.

Working across Scotland, you will have the opportunity to make a tangible impact on people, places and housing outcomes while leading a talented team through an exciting period of transformation and innovation.

How to apply

FWB is delighted to be leading the search for this appointment on behalf of Cairn Housing Association.

For further information or a confidential discussion, please contact **Graham Burns/Megan Shearer of FWB on our Edinburgh number 0131 539 7087**

To apply, please send a comprehensive, tailored CV, plus supporting statement outlining your suitability for the role and motivation for joining Cairn Housing Association, by email to **applications@fwbltd.com**

FWB Park Brown | Executive Search and Leadership Advisory

Note: The salary for this position is £98,307 per annum rising to £103,482 on successful completion of a 3-month probationary period