



# Director of Programme Delivery

Candidate Information Pack

Closing date: 4 January 2026

# The Basics

- Director of Programme Delivery at Habitat for Humanity GB
- £60,000 - £67,500 at 1 FTE (37.5 hours), permanent role.
- Reports to the National Director/CEO.
- 3 direct reports (Community Outreach Coordinator, Empty Spaces to Homes Programme Manager, Head of Construction & Delivery) with expected growth in team headcount. Manage the relationship with Upcycling Programme Consultant.
- Home-based with frequent travel and some overnight stays to internal and external events and project sites across England, Wales and Scotland.
- Applicants must have the right to work in the UK.
- Benefits incl: 25 days holiday + paid BH (pro rata), up to 5% matched pension contributions, employee wellbeing services, 2 wellbeing days and an annual Habitat Day.





# About Habitat for Humanity GB

Habitat for Humanity Great Britain (Habitat GB) is part of the international Habitat for Humanity network, tackling housing poverty around the world. Decent and affordable housing is about much more than four walls and a roof – housing intersects with critical development issues, including gender equality, human rights, and climate change.

You can find out more about our work at:  
<https://www.habitatforhumanity.org.uk>





## About the Role

We're seeking an experienced and inspiring leader with a strong track record in strategic planning, programme design and delivery, external engagement, partnership development, and team leadership within complex or networked organisations.

Reporting to the National Director, you'll play a pivotal strategic and operational role—shaping innovative solutions and delivering impactful programmes that expand access to decent, safe, and affordable homes for underserved communities across Great Britain.

Joining us at a time of ambitious growth and transformation, you'll have the opportunity to lead and develop a talented, high-performing team while shaping Habitat's influence and impact both nationally and globally.



# Your focus and responsibilities include..

- Leading Habitat GB's strategic goal to expand access to safe, affordable housing across Great Britain, overseeing high-quality design, delivery, and monitoring of programmes such as Empty Spaces to Homes and new strategic initiatives.
- Representing Habitat GB nationally and internationally, driving thought leadership, advocacy, and the development of strategic partnerships to strengthen influence, visibility, and credibility.
- Setting clear quality standards and robust performance frameworks, ensuring effective reporting, forecasting, and budget management in collaboration with the SLT and Finance teams.
- Leading, motivating, and developing a high-performing Programme Delivery Team, fostering a values-led, inclusive, and learning-focused culture that supports innovation and professional growth.
- Being an active and effective leader, supporting strategic oversight, organisational transformation, and collaborative ways of working, and deputise for the National Director when required.



# Your skills and experience

## – we're looking for someone with...

- Extensive experience in programme and project design, delivery, and monitoring, ideally within sectors aligned to Habitat GB's mission on housing and community development.
- Proven ability to lead innovative strategies and partnerships that achieve ambitious impact and growth targets.
- Senior leadership experience in complex or networked organisations, with strong strategic management and team leadership skills.
- Demonstrated success managing organisational change, supporting new teams to develop, adapt, and thrive.
- Strong financial and budget management capability, ensuring accountability and value for money.
- Excellent interpersonal, influencing, and communication skills, with the ability to engage and inspire diverse audiences and stakeholders.
- Strategic, analytical, and resilient leadership abilities, skilled at prioritising, problem-solving, and driving delivery across multiple areas.
- A values-led and inclusive leadership approach, demonstrating integrity, respect, and a commitment to equity, diversity, and good governance.





# What we offer

Employee wellbeing is pivotal to organisational success and Habitat GB is committed to supporting its people's wellbeing. Our existing offer includes flexible working arrangements, a sabbatical policy, virtual GP services, and "Habitat Day" – an extra day of leave for everyone. We plan to expand our offer further, establishing Mental Health First Aider training, a buddy system for new team members, and resilience training.

We want to foster a resilient and well-supported team and encourage all employees to actively participate in making this happen through suggestions and feedback.

As a team with some fully remote, some hybrid and some store/site-based roles, we recognise that team building and culture is important. We look to bring colleagues together through online joint working sessions, social engagement, and regular in person meetings. Our Charity DIY store, ReStore, plays a key role in creating space for hybrid working and team meetings.



# Start your Habitat journey

We want our recruitment process to give you an opportunity to shine, to share your skills and experience as clearly as possible, and for you to find out more about Habitat for Humanity GB in return. You are welcome to get in touch and arrange an informal chat with Henrietta Blackmore ([Hblackmore@habitatforhumanity.org.uk](mailto:Hblackmore@habitatforhumanity.org.uk)) before submitting an application.

To apply for the role, please send us your CV and a supporting statement (max two sides of A4) telling us about the skills and experience you would bring to the role and your motivation for applying.

**Send by email (Subject line: Director of Programme Delivery) to [recruitment@habitatforhumanity.org.uk](mailto:recruitment@habitatforhumanity.org.uk)**

**Deadline for applications is Sunday 4 January (at 11:59 pm).**

We plan for first stage interviews to take place w/b 12<sup>th</sup> January 2025. Interviews may be held online, or in person in Central London. (Please note that we do not reimburse any expenses incurred during interviews.)