

What's it all about

You will lead NHG's Engineering Services function as the organisation's centre of technical excellence across M&E, heat, energy, water and fire safety, defining standards and shaping the technical control environment across our housing portfolio.

Leading a multi-disciplinary team of specialists, you will operate as NHG's second line of defence, setting direction and providing independent assurance and challenge to ensure works delivered to residents' homes are safe, meet defined standards, and deliver consistent value for money.

How you'll make a difference

You will ensure NHG delivers safe, compliant, and high-quality homes and communal environments across M&E, heat, energy, water, and fire safety systems, by providing independent assurance that all works delivered by contractors meet defined standards and comply with relevant legislative and regulatory requirements.

Your leadership will drive consistent technical quality, improved contractor performance, and stronger value for money across the existing portfolio, strengthening organisational confidence in safety, compliance, and asset performance through effective oversight, risk identification, and assurance.

How you'll do it

- Define and lead engineering standards across M&E, heat, energy, water, and fire safety, establishing a clear and consistent definition of what good looks like and ensuring high-quality technical outputs across all works. This includes setting and maintaining M&E, heat, energy, water and fire engineering policies and standards aligned with relevant legislation.
- Establish and embed an independent engineering assurance system that delivers reliable, auditable assurance outcomes and increased organisational confidence in safety, compliance, and quality across the portfolio.
- Maintain a strong technical control environment that ensures clear separation between delivery and assurance, enabling effective governance, oversight, and control of technical risk.
- Provide technical authority across M&E, heat, energy, water, and fire disciplines within Engineering Services scope, ensuring works delivered to homes and communal environments are safe, compliant, and meet defined performance and quality standards.
- Apply independent technical challenge to contractor outputs, leading to improved contractor performance, reduced defects, and greater consistency in quality across programmes and services.
- Lead and develop a multi-disciplinary engineering function that delivers high-performing, consistent, and professionally credible assurance across all disciplines, aligned to organisational standards and expectations.
- Ensure inspection, certification, and assurance activities produce complete, accurate, and audit-ready data, strengthening the golden thread and supporting compliance evidence and regulatory assurance.
- Oversee cost assurance activities that deliver transparent, validated, and value-for-money outcomes across M&E, heat, water, and fire-related works, improving financial control and reducing inefficiencies.
- Identify and escalate systemic engineering and safety risks, resulting in early intervention, reduced risk exposure, and improved organisational risk management and resilience.
- Use data and insight to drive improved asset performance, better-informed investment decisions, and continuous improvement in service quality and outcomes.
- Ensure that Engineering Services remains aligned to relevant legislation and regulatory requirements, embedding these into engineering standards and assurance processes to support consistent compliance outcomes and strong audit confidence, while maintaining clear separation from compliance ownership.
- Build and embed a competent engineering workforce, ensuring strong capability,

consistent professional standards, and alignment with building safety and regulatory competency requirements.

- Work closely with senior leaders across the Homes and wider directorate to inform asset, compliance, and service strategies, ensuring engineering insight, risk, and performance data shape strategic decision-making and long-term planning.
- Ensure capital works delivered align to engineering standards and assurance requirements at handover, resulting in reduced defects, improved asset quality, and complete, reliable asset data
- Drive continuous improvement in engineering assurance processes, methods, and ways of working, resulting in more efficient assurance, better risk identification, and improved service outcomes over time.
- Establish and maintain effective relationships across NHG and with external partners, enabling consistent application of engineering standards, constructive challenge, and strong collaboration, while maintaining independence from delivery and contract ownership. You will represent Engineering Services with regulators and stakeholders, ensuring assurance approaches are robust, defensible, and aligned to regulatory requirements.
- Ensure that you follow and keep up to date with all relevant Notting Hill Genesis and statutory policies and related procedures including health and safety and financial regulations.
- Hybrid arrangements - at least three days a week in an office or in a community/site based/partnership setting. On other days, working from home may be possible, depending on the work needed and the interaction required.

All about you

Our values

We succeed together

By working as one and respecting diverse perspectives, we support each other to

consistently deliver better outcomes for our residents and communities.

We keep our word

We do what we say we will do, and act with integrity and ownership to build trust and provide the high-quality service people expect from us.

We do better every day

We are always looking for better ways to work and raising standards and strengthening communities through continuous improvement.

This is a people manager role. Please [refer to our people manager standards](#)

Essential knowledge, experience and skills

- Degree in a relevant discipline such as Mechanical, Electrical, Building Services or Fire Engineering
- Professional membership or chartered status (e.g. CIBSE, IET or IGEM), or working towards this
- Strong technical expertise in at least one of M&E systems, heating (including gas and heat networks), or fire safety, with a good working knowledge across the other areas and how these systems operate within a housing or asset-based environment
- Good understanding of key housing and engineering legislation and regulations, including the Building Safety Act, Gas Safety (Installation and Use) Regulations, fire safety legislation, CDM Regulations and Health and Safety requirements
- Understanding of technical assurance, governance frameworks, and audit requirements within a regulated environment, including the importance of accurate asset data ("golden thread")
- Significant experience in a senior engineering or technical leadership role, including setting technical standards, policies, processes and working with contractors and providing effective challenge on quality and performance

- Experience of leading and developing technical or specialist teams, including managing performance and building capability
- Experience of using data and insight to monitor performance, identify risks, and support decision-making
- Strong judgement and problem-solving skills, with the ability to assess complex issues, identify risks, and make informed decisions
- Ability to influence and challenge effectively, and communicate technical information clearly to a range of stakeholders
- Understanding of cost and value considerations in engineering decisions and service delivery
- Intermediate IT and systems skills including Microsoft office
- Full clean UK driving licence