



## Job Description

<b>Job Title:</b>	Executive Director of Major Capital Delivery
<b>Directorate/Team:</b>	Capital Delivery
<b>Location:</b>	16 Summer Lane
<b>Responsible to:</b>	Chief Executive Officer
<b>Responsible for:</b>	TBC
<b>Key working relationships:</b> (internal)	Mayor & Mayoral Office, Executive Director of Strategy and Policy, Executive Director of Corporate Services, Exec Dir. Of Delivery and Commissioning, Chief Executives Office
<b>Key working relationships:</b> (external)	Developers, Investors, NWF, Local Authorities, Public Finance Institutions, Pension Funds, NISTA, National Government, Housing and Capital Programmes Board, Investment Panel.

### Purpose of the Post:

This role is a key figure in the leadership of the WMCA, with a focus on unlocking regional growth potential. The Executive Director of Major Capital Delivery is responsible for the development and delivery of major capital programmes within the WMCA's strategic framework and growth plan. Putting in place investment strategies and tools that will effectively support growth, leverage private capital and ensure public capital is targeted to maximise regional impact.

This role will lead the Capital Delivery Directorate to develop a robust and deliverable pipeline of projects backed by a suite of flexible investment products, deploying risk capital to achieve best benefit and value for money for the public purse.

The postholder will play a pivotal role in shaping new delivery models, for example Mayoral Development Corporations and investment Zones, and support the creation of appropriate funding packages. They will also play a key role in keeping the WMCA at the forefront of place-based regeneration, with robust integrated pipelines, a track record of delivery and innovative funding models.

### Accountabilities

- Shape and lead the implementation of a new Capital Delivery directorate in the WMCA that supports the delivery of a complex portfolio of investment and construction activity to achieve regional outcomes.
- Provide strategic leadership to unlock regional growth through major capital investment in housing, economic development and regeneration.
- Develop and maintain an integrated investment pipeline of investible strategic projects.
- Oversee the execution of the programme of 'in delivery' projects in line with the WMCA growth strategy.
- Lead the West Midlands Investment Partnership (WMIP), securing public funding and leveraging private investment.
- Oversee the development and implementation of effective project gateway mechanisms to enable prioritisation of pipeline projects.
- Shape and manage an investment framework with flexible investment tools capable of deploying capital bespoke to the needs of individual projects, with effective due diligence arrangements, strong governance, risk management and assurance.

- Create a collaborative operating model with constituent Councils, private investors, PuFins and Government Departments.

## Responsibilities

### Strategic

- Act as the Chief executive's principal advisor on capital investment and delivery; housing, regeneration, transport and major capital investment across the West Midlands.
- Establish and provide visible strategic leadership to programmes of investment and delivery across the directorate, and region, working to progress improved integration to achieve regional outcomes.
- Represent WMCA on housing, transport capital and investment at regional, national and international level, promoting the West Midlands as a place to live, invest and grow.
- Provide strategic leadership on cross cutting agendas such as town and city centre renewal, brownfield land reuse, transport infrastructure to unlock growth and the integration of housing with transport, skills and public service reform.
- Provide leadership and representation on key regional governance forums, including the Housing Interim Steering Group, SDS Steering Group, LA CEX Housing & Capital Programmes Board, and the Investment Panel/Board.
- Ensure alignment with national policy frameworks, including the English Devolution White Paper (2024), which emphasises the role of Strategic Authorities in driving regional growth through devolved powers and investment planning.
- Provide oversight for Investment Zone sites, working closely with the Head of Investment Zones to accelerate development pathways and unblock delivery barriers.
- Work closely with Communications and Public Affairs to promote the region's housing, transport and investment story, showcasing success and building investor and stakeholder confidence in the West Midlands.

### People

- Serve as a core member of the Executive Board, sharing collective corporate leadership and accountability for organisational success.
- Lead, motivate and empower a high-performing directorate, setting clear objectives, fostering a culture of collaboration, constructive challenge and delivery focus and ensuring talent management and succession planning.
- Role model and embed our values, driving engagement and innovation, and providing clear, strong and motivational leadership to create a high-performance culture.
- Drive forward investment in people, optimising resources, developing capabilities and capacity to deliver investment and capital delivery across the business and the region.
- Work collaboratively with directorates, local authorities, partners and external stakeholders to foster close working relationships and identify ways to increase integration across the region for best benefit.
- Deploy Directorate resources as necessary to support local authorities develop projects and make them investible and deliverable.

### Operational

- Lead the interface with national infrastructure bodies and government departments to ensure WMCA capital programmes are positioned within the Government's Major Projects Portfolio where appropriate.
- Oversee and provide strategic direction to development and delivery of transport capital, housing and regeneration programmes, including ambitions for social and affordable homes, town and city centre renewal, key mass transit routes and strategic growth corridors.
- Maintain structured engagement with Homes England and the Mayor's Homes Taskforce, ensuring alignment on affordable and social housing delivery.
- Work with local authorities, the Department for Transport, other government departments and operators to coordinate delivery of regional transport investment programmes.

- Oversee development and delivery of transport capital, housing and regeneration programmes, including ambitions for social and affordable homes, town and city centre renewal, key mass transit routes and strategic growth corridors.
- Ensure that housing, transport capital and investment activity complies with WMCA's Constitution, Single Assurance Framework and governance arrangements, providing clear advice on risks, dependencies and trade-offs to enable decision making.
- Establish an accelerated development pathway for less-developed schemes, including stage-gate criteria and enabling support to move propositions rapidly through feasibility and approvals.
- Broaden programme scope to include enabling energy and digital infrastructure (grid capacity, heat networks, EV charging, fibre/5G) as critical enablers of housing and regeneration.
- Own the Major Investment Prospectus pipeline, partnering with WMGC to attract domestic and international capital and convert investor interest into deals.
- Integrate audit and assurance recommendations into the capital delivery directorate to mature its delivery capability.

### Financial

- Lead the West Midlands Investment Partnership as the senior regional convener for capital, securing new public and private investment and creating the fund access needed to deliver the Growth Plan and generate inclusive growth across the polycentric West Midlands region.
- Oversee the use of WMCA housing, transport and wider investment funds, ensuring that resources are targeted where they add most value, leverage additional investment and support inclusive growth.
- Work closely with the Executive Director of Strategy and Policy to align housing, transport capital and investment activity with regional strategy, and with the Executive Director of Corporate Services to ensure strong financial, assurance and governance arrangements.
- Ensure that all capital investment propositions are robust, commercially sound and outcome focused.
- Design and oversee a clear investment and fund access framework for the West Midlands Investment Partnership, working with partners to originate, shape and progress a pipeline of investable propositions that channel capital into priority places and corridors so growth is shared across the whole region
- Oversee the negotiation of development, funding and investment agreements, ensuring they protect the public interest, secure value for money and deliver clear social, environmental and economic outcomes.

### Other

- Ensure that equality, diversity and inclusion, social value and community benefit are integral to capital and investment decisions.
- Represent the WMCA in a professional manner and undertake such tasks as may reasonably be expected, commensurate with the scope and level of the role.

## Person Specification

Candidates/post holders will be expected to demonstrate the following:	Essential / Desirable		How Evidenced?		
	E	D	A*	I*	T*
<b>Experience</b>					
Strong experience of leading major capital investment activity, including housing, regeneration or transport infrastructure, in a large and complex organisation.	X		X	X	
Demonstrable track record of originating and closing complex multi partner investment deals and structuring funds or blended finance vehicles that unlock large scale place based and infrastructure investment.	X		X	X	
Significant experience and a proven track record of delivering capital programmes of comparable scope, size and complexity.	X		X	X	
Demonstrable experience of working with investors, developers, registered providers, transport partners, government and funding bodies to secure capital investment and bring forward complex schemes.	X		X	X	

Experience of working in a complex political environment, with strong consultation and negotiation skills to influence elected Members, government departments, investors and partners.	X		X	X	
Experience of successfully managing major change in a large and complex organisation, including new delivery models and partnerships.	X		X	X	
Extensive experience of providing sound strategic advice that informs policy and investment decisions and aligns resources to corporate priorities and regional vision.	X		X	X	
Demonstrable experience of working effectively in partnership with local authorities, registered providers, developers, businesses, transport bodies and community organisations towards shared objectives.	X		X	X	
A track record of corporate working and embedding a strong culture of performance management and benefits realisation.	X		X	X	
Experience of managing communication challenges in a fast paced and highly pressurised environment.	X		X	X	
<b>Skills / Knowledge</b>	<b>E</b>	<b>D</b>	<b>A*</b>	<b>I*</b>	<b>T*</b>
Commitment to equality, diversity and inclusion and experience of embedding these in housing, transport, regeneration and investment activity.	X		X	X	
Highly developed leadership skills and substantial experience at senior managerial level, including responsibility for multi-functional teams and significant budgets.	X		X	X	
Strong understanding of housing markets, planning, land and viability and of transport networks, infrastructure planning and scheme viability, with the ability to balance commercial considerations with public value and policy objectives.	X		X	X	
Ability to understand the strategic challenges facing mass transit, housing, regeneration and local government and transport finance and to identify opportunities for improved collaboration and partnership working.	X		X	X	
Excellent knowledge of portfolio, programme and project management techniques and their application to housing, transport and wider capital investment.	X		X	X	
Excellent analytical skills, with the ability to use economic, housing, transport and risk data to inform decisions and provide clear advice.	X		X	X	
Highly developed communication skills with the proven ability to lead, influence and challenge confidently at senior level.	X		X	X	
Experience of leading partnerships with the commercial sector, including developers, investors, and financial institutions, to deliver major capital programmes.	X		X	X	
Demonstrable track record of originating and closing complex, multi-partner investment deals, including structuring funds or blended finance vehicles that unlock large-scale, place-based and infrastructure investment.	X		X	X	
<b>Qualification / Education / Training</b>	<b>E</b>	<b>D</b>	<b>A*</b>	<b>I*</b>	<b>T*</b>
Degree or equivalent in a relevant subject area such as housing, planning, regeneration, transport, economics, finance or business.	X		X		

\*Key: A = Application, I = Interview, T = Testing/Assessment

### Core Expectations

<b>Health, Safety &amp; Wellbeing</b>	All employees have a duty to take reasonable care for the health, safety, and wellbeing of themselves and of other persons who may be affected by their acts or omissions at work; and co-operate with their employer so far as is necessary to enable it to successfully discharge its own responsibilities in relation to health, safety, and wellbeing.
<b>Equality &amp; Diversity</b>	Promote and champion equality and diversity in all aspects of the role.

<b>Learning &amp; Development</b>	Participate in and take responsibility of any learning and development required to carry out this role effectively.
<b>Performance Management</b>	Actively engage in the performance management process and take responsibility for managing performance outcomes.
<b>GDPR</b>	Ensure the reasonable and proportionate protection, processing, sharing, and storing of WMCA information in accordance with the relevant legislation, corporate policies, and in the best interests of the data subjects (Data Protection/GDPR), the WMCA, our partners, and the West Midlands, in all aspects of the role.
<b>Adherence to Policies</b>	Be aware of and comply with all organisation policies.
<b>Other</b>	There may be a requirement to work outside normal office hours on occasion, including a requirement to work within stakeholder and partner offices within the WMCA constituent area on a regular basis.

### Values

Our culture is underpinned by what we do and how we do it. Our behaviours outline the ways we need to work to deliver success, become truly inclusive, and make the organisation somewhere where everyone can give their best contribution.

Value	Competency	Behaviour
<b>Collaborative</b>	Team Focussed	Works as part of team, managing and leading.
	Service Driven	Customer, resident, and partner focussed.
<b>Driven</b>	Empowered & Accountable	Takes ownership and leads when needed.
	Performance Focused	Ambitious and going the extra mile.
<b>Inclusive</b>	'One Organisation' Mindset	Believe in each other's expertise.
	Open & Honest	We do what we say we are going to do.
<b>Innovative</b>	Forward Thinking	Embrace change and open to new possibilities.
	Problem Solving	Go for clear and simple whenever possible.

### Additional Post Requirements

Essential Car User		Politically Restricted Post		Disclosure and Barring Service (DBS)				Vetting	
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Basic <input type="checkbox"/>	Standard <input checked="" type="checkbox"/>	Enhanced <input type="checkbox"/>	None <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input type="checkbox"/>

### Job Evaluation Details

Date Evaluation Agreed	JEP Reference	Grade	Job Family