

Building homes,
independence
and aspirations



Job Profile

Job Title	Programme Manager		
Job Reference No.	HOMEJD434	Date of issue:	Apr 2026

The job in a nutshell...

To manage programmes of work delivering large scale, diverse change across Home Group. This role ensures all projects within the programme deliver the required outputs so that programme outcomes are met and benefits agreed in the business case are realised.

What success will look like...

Responsible for the day to day management of the programme using Home Group’s MSP-based Programme@Home framework, including planning, design, progress monitoring, issue resolution and corrective action.

Programme budgets are managed on behalf of sponsors, with expenditure monitored against delivery. Costs are understood, tracked and reported accurately as the programme progresses. Financial decisions are informed by a clear understanding of progress, value and benefits achieved.

Projects within each programme are coordinated effectively, with clear oversight of interdependencies. Dependencies are identified, managed and communicated effectively. Programme plans reflect the full picture of delivery and risks are reduced.

Communication plans are in place and used consistently across the stakeholder landscape, from programme inception through to closure. Expectations are set and managed clearly, and stakeholders receive timely, balanced and objective updates that support informed decision-making and confidence in delivery.

Multiple projects and programmes are delivered concurrently. Individual project business cases are developed within the context of the wider programme, ensuring alignment with agreed outcomes and benefits and avoiding isolated or disconnected delivery.

Lead and motivate the project teams to consistently achieve agreed milestones and objectives. Internal and external resources are matrix managed effectively, with clear accountability and direction. The right people are engaged at the right time, enabling delivery to remain on track despite scale and complexity.

OFFICIAL

Programme governance, controls and reporting arrangements are established and operating effectively. Risk, issue and change are managed in line with agreed processes. Deviations from plan are identified early and escalated promptly, with corrective action taken to protect delivery.

Programme outputs are transitioned successfully into business as usual. Implementation and transition plans are followed, ownership is clearly handed over, and new services, systems or ways of working are embedded so that programme outcomes and benefits are sustained.

You'll already have these **brilliant** skills, qualifications and knowledge...

Transferable Skills.	Technical qualifications, experience and knowledge.
<p>We are great influencers</p> <ul style="list-style-type: none"> • Adapt your style to meet the needs of others • Understand our strategy and customers and able to articulate the benefits of change • Be a real self-starter 	<p>Programme management</p> <ul style="list-style-type: none"> • MSP Practitioner level qualification or extensive experience delivering complex transformational programmes • Proven experience delivering programmes using MSP methodology • Strong understanding of recognised project and programme delivery frameworks, including experience working in environments using Agile delivery approaches
<p>We have a win-win mentality</p> <ul style="list-style-type: none"> • Be positive and solutions focused • Pays attention to the details • Be brave; communicate and collaborate with people beyond your usual team 	<p>Leading people and stakeholders</p> <ul style="list-style-type: none"> • Experience leading and motivating teams, including cross-functional and geographically dispersed teams • Line management experience including recruitment, performance management, development and day to day people management • Strong stakeholder management capability, including influencing, negotiation and building effective relationships with senior stakeholders, sponsors and external partners
<p>We have creative spark</p> <ul style="list-style-type: none"> • Share your excitement and passion • Think outside the box about how things can be done more efficiently and effectively 	<p>Business change and risk management</p> <ul style="list-style-type: none"> • Significant experience delivering large scale business change programmes, often involving IT-enabled change

<ul style="list-style-type: none"> We work in partnership with our customers to shape future services, amplifying their voices 	<ul style="list-style-type: none"> Experience delivering new or improved services in large public or private sector organisations Proven ability to manage risk across projects and programmes in complex and changing environments
---	---

We're all **accountable** for..

<p>Health and Safety of our ourselves and others; put simply this includes taking the time to complete all learning, understanding your role-specific responsibilities, working with reasonable care and taking steps to address and report problems related to Health and Safety.</p> <p>Taking a proactive approach to your learning and development to be the best you can be. This includes understanding and keeping up to date with all our relevant policies and processes as well as taking advantage of all the learning opportunities and resources available to you ... they're there for a reason but don't worry, we'll help keep you informed along the way.</p> <p>Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.</p> <p>Keeping things compliant! You'll have role-specific and organisational goals but it's important you take these seriously and keep people and information secure and safe within the scope of doing your bit here at Home Group.</p> <p>Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.</p>

Other **important** stuff..

Budget Holder	No	Budget value up to £ 1m – 2m	
Manages People	Yes	6 direct reports	
Travel	Occasional	Driving Essential	No
DBS	None		

