



EMPLOYMENT INFORMATION

Post	Director of Assets & Sustainability
Employer	Berwickshire Housing Association Ltd (BHA)
Location	The role is based at our Head Office in Duns in the Scottish Borders however we have an Agile Working Policy in place which allows flexible working from home or office. This role is expected to be based from our Head Office at least 2 days per week (usually Tuesdays and Wednesdays).
Salary	£81,795 from 1 st April 2026
Car User Allowance	This post is eligible for Car user Allowance of £4000 per annum.
Hours of Work	35 hours per week
Holidays	30 days per annum. Leave year is from 1 April to 31 March. In addition, there are 12 public/local holidays per annum.
Sick Pay	During 1st year of service – Up to 1 month's full pay and (after completing 4 months' service) up to 2 months' half pay During 2nd year of service – Up to 2 months' full pay and up to 2 months' half pay During 3rd year of service - Up to 4 months' full pay and up to 4 months' half pay During 4th and 5th years of service – Up to 5 months' full pay and up to 5 months' half service pay After 5 years' service – Up to 6 months' full pay and up to 6 months' half pay
Working Terms	<p>The post holder is required to abide by the terms and conditions of the post in particular with respect of Risk Management, Equal Opportunities and Health and Safety practice. These are detailed in the Terms and Conditions of Employment and the staff handbook.</p> <p>At all times the employee will be expected to promote the work of the company and Association in line with the aims, objectives and values of the organisation.</p>



Smoking at Work	Your place of work is designated non-smoking.
Period of Notice	3 months
Qualifications	A copy of qualification certificates must be given to the People & Culture Lead on receipt of a job offer.
Pension Scheme	Auto Enrolment Pension Scheme operated by The Pensions Trust with an employer contribution up to a maximum of 9%.
Other Benefits	<ul style="list-style-type: none">• Professional membership fees will be paid annually by the employer if applicable.• The Association encourage the Personal Development of employees through training.• Westfield Health Care Plan.• Westfield Rewards.• Bright Exchange discounts.• Agile working.• Corporate volunteering opportunities.