

Location

Our approach to location / our agile working practices is set out below.

We don't have a formal number of office days requirement under our Agile Working Policy, and the balance may be different for different role and individuals. However to be clear on expectations the following might be helpful.

- The rhythm and routine of our Senior Leadership team (SLT) is as follows:
 - 60 minute check in call / meeting 9:30 on a Monday to review weekend trade / check priorities / flag issues;
 - 1-2-1 meetings, primarily in person, with team on Monday
 - Wednesday we have longer meeting (4.5 hours), in person, to discuss strategy / review progress against ambitions etc. (People do occasionally attend the 1-2-1 or Wednesday meeting via Teams due to circumstances.)
- Attendance will also be required at Board meetings, which take place on Saturday (usually finished by 14:00) or Wednesday evenings. We are having 7 board meetings this year, 4 of which have taken or will take place on Saturday. There are also various strategy sessions / workshops during the year, which take place during the week.
- Regarding the day to day, I would expect the successful individual to maintain a visible leadership presence to Property Team, key stakeholders, and other colleagues across the business. To do the job effectively I'd expect them to be eyeballing our existing property estate, potential new opportunities and networking in person with key regional influencers that can help us achieve our growth ambitions.
- The role will be contractually based from Our head office at Wherstead Park, Ipswich offices, therefore any travel/accommodation costs would be for individual account. However, we would support relocation costs for a move into our trading region within HMRC limits.