Building homes, independence and aspirations

Job Profile

Job Title	Regulatory Compliance Business Partner		
Job Reference No.	HOMEJD603	Date of issue:	Nov 2026

The job in a **nutshell…**

We all need somebody to look out for us, watch our backs and keep us on the right path. As a member of our General Counsel Department you will advise, monitor and help test our compliance with applicable laws and regulations, supporting policy and risk owners to manage their risks and responsibilities and making sure that we do things the right way. Always.

This role is fundamental to maintaining regulatory compliance across Home Group, ensuring the business is aware of all regulatory requirements, and recommending action required to maintain ongoing compliance. You will be obsessed with promoting good governance, risk and compliance practices throughout the organisation and be a dab hand at providing management information, horizon scanning, influencing / advising and running workshops.

What **success** will look like**…**

This role will ensure the business is aware of all regulatory requirements and will recommend action required to maintain ongoing compliance, ensuring we protect our customers, our colleagues and our reputation. Looking ahead will be a key requirement – horizon scanning to see what the changing world requires of us, performing gap analysis of where we are v where we need to be and supporting the organisation in adapting to regulatory and legislative changes.

Beyond telling us what we need to do, you will also gather assurance that we are indeed doing the right things - working with accountable colleagues to test and report on compliance, identifying trends and key findings resulting in recommendations to senior managers. You will come into your own when supporting the organisation to prepare for our regular inspections from the Regulator of Social Housing.

Of course, prevention is better than cure. You will role model the requirements of our risk and assurance frameworks and play a key role in embedding risk management and assurance ever deeper into the culture of the organisation.

You will actively monitor and track the completion of risk mitigation and compliance actions, reporting progress to senior leaders, committees and Board.

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

Transferable Skills.	Technical qualifications, experience and knowledge.
We have an eye for detail • Pays attention to the detail • Has the technical qualifications • Applying legislation working within policies and procedures	**Regulatory compliance knowledge** • Strong knowledge of regulatory requirements relating to social housing. • Strong knowledge of regulatory requirements relating to care and support provision. • Applies regulatory requirements with a practical and sensible approach to compliance.
We know how the world works and our place in it • Take ownership for understanding the external influences on Home Group and what our competitors are doing • Take responsibility for making sure your knowledge is up to date, read and listen to updates about our sector and internal communications. • Understand the current challenges and ask 'what does this mean for me and those I work with'	**Regulatory change** • Experience of horizon scanning for changes in regulation. • Carries out impact assessments and makes recommendations on how to achieve compliance. • Critically evaluates operational and systems risk and the controls in place to mitigate it.
We are self-starters • Be proactive • Strive to get it right first time • Be a technical specialist	**Compliance improvement** • Experience of challenging current practice where improvement is needed. • Successfully implements revised policies, processes and procedures. • Engages effectively with senior managers, operational colleagues, Board and Committee members, and external audiences.

We'd also love you to have, or be **brilliant** at… (but don't worry if not)

A formal qualification in governance, policy compliance or risk. If not, then experience is just as good if evidenced and you have a desire to progress your personal development to achieve an appropriate qualification.

Acquiring a knowledge of our key systems would be a great start.

We're all **accountable** for…

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.

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.

Promoting equality, diversity and inclusion as a top priority at Home Group; leading by example in your actions and demonstrating our Brilliant People behaviours.

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.

Comfortable operating in a modern digital workplace, including using digital tools to work collaboratively and productively.

Other **important** stuff…

Budget Holder	No	Budget value up to £	n/a
Manages People	No	# of direct reports circa	n/a
Travel	Occasional	Driving Essential	No
DBS	None		


Brilliant people
we are one team, unique and valued
Accountable
Caring
Commercial
Energised
We have an eye for detail
We are intuitively collaborative
We have a win-win mentality
We get where our customers are in their lives
We unleash the potential of others
We have creative spark
We know how the world works and our place in it
We are great influencers
We are self-starters
We are organisers and drivers