



Job Profile

Job Details			
Job Title	Building Pathology Surveyor	Section	Assets & Sustainability
Division	Wheatley Solutions	Report to	Building Pathology Lead
Grade	SCP 39-42	Date completed	April 2026
Disclosure Level	Level 1		
Job summary			
<p>As a Building Pathology Surveyor, you will act as a central source of technical expertise to the business, providing authoritative advice, investigation and recommended actions in response to complex building pathology challenges across our property asset base.</p> <p>These challenges will span a broad range of issues, including damp, mould and condensation, complex residential archetypes such as Multi-Storey Flats (MSFs), and emerging areas such as net zero and district heating systems. While you will develop a particular focus or specialism, you will also provide informed technical support across other areas as required.</p> <p>You will play a key role in supporting asset management, housing and wider operational teams across Wheatley Group by offering clear, evidence-led guidance to inform decision-making, repairs, planned investment and improvement work within our customers' homes. Your role will ensure that technical risk is understood, options are proportionate, and solutions are practical, compliant and deliverable.</p> <p>In carrying out this role, you will ensure that all advice and recommendations are aligned with relevant legislation, standards and internal policies, and that technical expertise is effectively embedded in the delivery of repairs and investment programmes.</p>			
Behaviours & Competencies			
<p>Our Organisational Competencies</p> <ul style="list-style-type: none"> • Think Excellence • Think Relate • Think Collaborate • Think Professionally • Think Innovate <p>We want our Building Pathology Surveyor to be able to demonstrate the following behaviours and competencies:</p> <ul style="list-style-type: none"> • Put customers at the heart of everything we do • Dynamic problem-solving skills, with the ability to take a solutions-based approach to problems • Self-aware and self-motivated • Be forward-thinking using technology in the diagnosis and remediation of building pathology related issues across our housing stock • Flexibility and a willingness to respond to the dynamic and changing needs of our organisation • Experience in organising own workloads to achieve priorities and objectives • Ability to take responsibility for own learning and continuous improvement and that of others • Ability to participate within and across various teams • Ability to work strategically including with partner agencies to achieve solutions for our homes • Use professional judgement to achieve innovative solutions and deliver great outcomes for customers • Building appropriate and effective networks, locally and Group-wide for the benefit of our communities • Excellent negotiating skills with the ability to influence decision makers at all levels • Demonstrable business and financial acumen 			

Person Specification

Experience

Essential

- Detailed professional and understanding of building pathology, including the diagnosis and analysis of a portfolio of residential buildings defects, deterioration, and failures of a mixture of archetypes.
- Consistent ability to exercise sound judgement and make informed decisions
- Demonstrable track record of investigating and developing repairs and investment solutions to address particular asset related challenges
- Track record in advising colleagues on complex building related issues to ensure we deliver effective, value for money approaches
- Experienced in organising workload to achieve priorities and objectives
- Experience of contract/project management to ensure agreed outcomes are delivered from a customer and client perspective
- Experience of analysing property issues and recommending practical solutions
- Ability to respond to the challenges of a complex organisation with various internal and external stakeholders
- Competent and confident in the use of appropriate tools and equipment to undertake intrusive surveys in a safe and methodical manner.
- Demonstrable experience in producing clear, accurate and professional written reports to record findings and support technical conclusions.
- Experience in carrying out pre-desktop research to review historical records, drawings and previous reports to inform survey approach.
- A sound working knowledge of the Scottish Technical Standards (Domestic Technical Handbook).

Desirable

- Demonstrable understanding of the causes and interactions leading to damp, mould and condensation, with experience in identifying practical, evidence-led remediation measures.
- Demonstrable experience in a large Social Housing setting or similar complex organisation.
- Demonstrable involvement in the coordination of innovative retrofit or retrospective initiatives for existing residential building archetypes.

Qualifications

Essential

- Degree and/ or professional qualification in a Built Environment discipline.
- Chartered member of either RICS/CIOB/CEng or demonstrable commitment that you meet requirements and are working towards full accreditation.

Job Outputs

Role output	Includes the requirement to
Building Pathology Surveying	<ul style="list-style-type: none">• Carry out technical assessments to help address asset related challenges, which maximises the value of our properties across all of Wheatley Group• Provide support to Building Pathology Lead and team members to protect the value of our stock portfolio including thorough in-depth technical analysis of our stock• Work alongside the Asset Strategy team in responding to recorded customer complaints as part of Wheatley Group's customer complaints procedure• Inform the development of the preventative works/advice programmes that sustains our property stock• Keep up to date with developments in practices to combat building pathology issues including Damp, Mould and Condensation, MSF performance, net zero, ensuring Wheatley remains informed and agile to any significant changes• Lead on building positive working relationships with housing, repairs, investment and compliance and damp and mould teams• Draft and prepare detailed reports on building pathology issues to support the Building Pathology Lead and Director of Asset Strategy as required.• Engage specialist external support as required to meet particular needs and manage and monitor this in accordance with Groups financial and procurement policies and guidelines• Attend and positively contribute and collaborate at operational forums• Protect the investment and value of our stock portfolio

	<ul style="list-style-type: none"> • Ensure a full professional and technical customer-focussed service which maximises the value of our properties is provided to all • Present, debate, participate and influence the formulation of coherent and value adding housing and investment plans • Develop reports for group colleagues and relevant business areas. • Support the Building Pathology Lead by collating data and information to form ET & Board reports • Work with others in the Assets Team to ensure stock related data informs decision making
Partnership Working	<ul style="list-style-type: none"> • Collaborate with, and provide technical advice to RICO's and RICA's, MyRepairs staff and others required across group • Communicate clearly with colleagues at all levels to build understanding of their role and the importance of a technical, evidence led approach to Building Pathology • Engage with and lead colleagues – through your technical expertise and commitment to providing the best solution for our properties and customers – to identify and address building pathology issues • Work closely with the wider assets and sustainability team to deliver on the groups' objectives
Solutions and Programme Development	<ul style="list-style-type: none"> • Recommend required repairs and investment solutions, based on your technical expertise, data, property condition etc. • Keep up to date with emerging innovation that will assist in the delivery of effective solutions • Ensure solutions you recommend are deliverable through working collaboratively with others including the Healthy Homes team and investment delivery teams • Advise on investment priorities to ensure maximum impact for customers, and work with the wider asset team to help inform investment plans
Budget and Output Management	<ul style="list-style-type: none"> • Evaluate to ensure solutions presented are value for money including as part of wider investment plans • Develop cost estimates for the solutions you propose that are realistic • Provide assurance that stated solutions are delivered as you intended and that delivery costs reflect your estimates
Achievement of agreed targets for the Team	<ul style="list-style-type: none"> • As agreed through the My Appraisal process • Commit to your own learning and development and be willing to share your expertise with others to ensure in-depth understanding of Building Pathology issues and emerging thinking
Efficient and well managed work processes across the function	<ul style="list-style-type: none"> • Value for money delivered on all outputs • Work closely with other colleagues within the Repairs, Investment and Asset teams to ensure properties are well maintained and fit for purpose • Apply 'risk management' principles in decision making
Compliance with professional, regulatory, statutory, and corporate requirements	<ul style="list-style-type: none"> • Compliance with Health, Safety and environmental procedures • Compliance with professional, regulatory, legislative, statutory, and corporate requirements • Comply with and implement all Wheatley Group policies and procedures • Contribute to the delivery of training to relevant staff on building pathology to increase technical knowledge and its application group wide • Act ethically and with integrity • Promote and implement Wheatley Group's wider business and asset investment planning • Collaborate with colleagues across the subsidiaries to ensure a consistent approach in delivery • Strengthen our inclusive culture across Wheatley Group ensuring equality, diversity and inclusion is at heart of everything we do

Interdependencies

- Building Pathology Lead
- Director of Innovation and Sustainability
- Director of Asset Strategy and team
- Director of Investment Delivery and team
- Heads of Repairs
- Head of My Repairs
- City Building Leadership Team

- Boards and Committees
- Housing MD's
- Locality Housing Directors / Head of Housing
- Lowther Leadership Team
- Customers