



Senior Development Manager

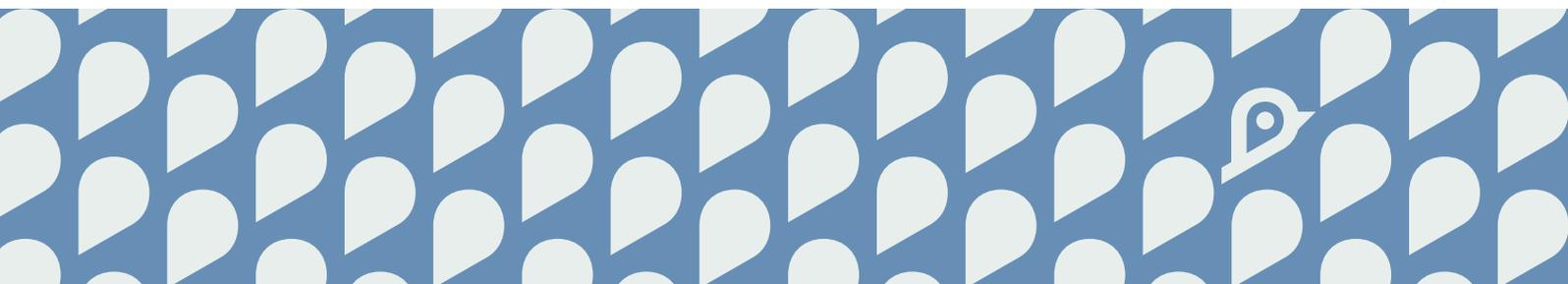
Job description

Purpose

- To lead on the acquisition, feasibility & delivery of new residential-led mixed-use developments, from site identification, through all aspects of the design and town planning process, and being accountable for the projects' financial monitoring and programme milestones.
- Manage development projects, with end-to-end programme and risk management, to ensure successful outcomes, including meeting community expectations, maximising capital investment return and achieving income targets on all projects developed for sale.
- To lead on the timely delivery of a programme of development projects, including the day-to-day planning, supervision, direction and monitoring of staff and consultants, ensuring that projects are delivered in a safe, efficient and sustainable manner, whilst achieving project targets and meeting customer expectations.
- Act as project lead in relationships with key stakeholders to ensure that effective consultation and communication takes place in respect of each project.

General responsibilities

- Negotiate land transactions, including Heads of Terms, Sale/Purchase Agreement, Development Agreement, and internal approvals.
- Participate in Business Development, identifying new development opportunities
- Lead in the forecast, management and control of programme, cost, design, quality and risk, using specialist internal and external resources to ensure targets are met.
- Develop the project brief, including site constraints, design principles, budget and programme.
- Procure, appoint and manage the multi-disciplinary project teams, including architect, town planner and wider consultancy team.
- Commission and evaluate technical and legal due diligence for the identification and land acquisition of potential development opportunities.
- Appropriately manage community consultation and stakeholder engagement.
- Manage financial viability and update on a regular basis, including residential revenue, construction costs, programme, consultant fees, and land costs.
- Manage the preparation and submission of the planning application process to ensure delivery of the Planning Permission within statutory timeframe, including preparation and negotiation of the Section 106 in consultation with the LPA.
- Evaluating technical and commercial proposals from developers and contractors, including supporting negotiations to finalise developer and contractor contractual agreements.





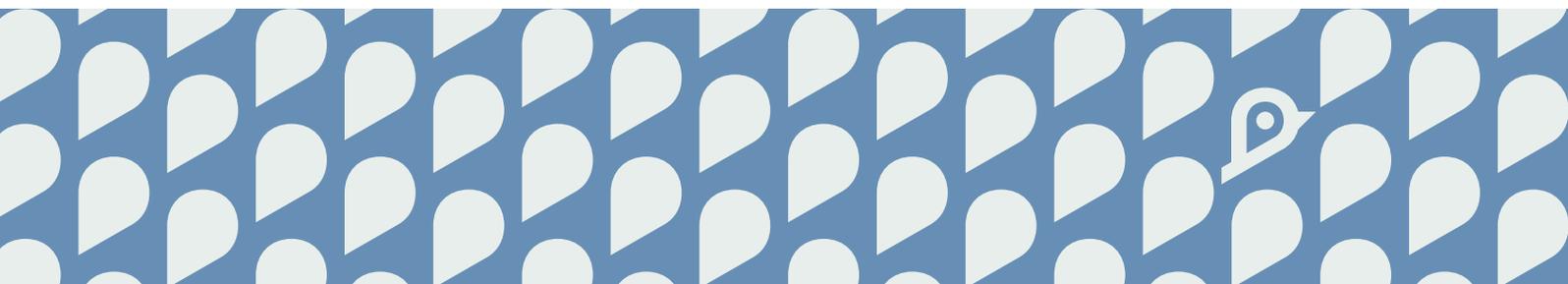
- Establish and implement a robust handover strategy to the Construction Team, and support where necessary throughout the construction delivery stage.
- Establish and manage relationships with developers, agents, consultants, property companies and LPAs.

Management and leadership

- Support the Development Director in effectively managing the development function to ensure best practices are followed, costs are controlled, and the department maximises contribution to the company's strategic objectives.
- Take line management responsibility for Development / Project Managers within the Development Team, and potentially act as Supervisor to any trainees.
- Lead, motivate, develop, appraise and performance manage staff to ensure they are fully motivated to achieve best performance to meet the company's needs.
- Become an effective role model for the Development Team and the wider CWH staff team, ensuring compliance with all key CWH policies and upholding its values.
- Support the Development Director in the preparation of all Board and customer reports on development projects and present as required.
- Promote effective accountability mechanisms so that staff are able to carry out their responsibilities, ensuring work is carried out to time, budget and quality.
- Build and maintain effective and productive working relationships with internal and external stakeholders.

Design and quality

- Establish the programme for the whole life of the project.
- Manage the Technical / Legal / Planning constraints associated with potential land acquisitions post identification on programmes with and without consent.
- Ensure the performance of external architects & consultants, delivering exemplar architecture as befits scheme locations.
- Ensure client and company design and technical standards and specifications are delivered throughout the procurement and development processes.
- Ensure that appropriate stakeholder and customer engagement is secured for deviations to approved design standards.
- Establish systems and procedures to ensure all procurement and development activities are consistently undertaken in compliance with statutory regulations, customer and company governance.
- Undertake effective monitoring and reporting in accordance with agreed procedures and within delegated authority and audit requirements.
- Prepare project viabilities and update the appraisals periodically.





Commercial

- Prepare project viabilities and update the appraisals periodically.
- Ensure measures are in place to forecast, manage and control the programme, cost, design and quality and risk associated with the project.
- Take financial responsibility for a portfolio of projects, with some directly managed & some delegated.
- Ensure that the development culture reflects the key drivers of increasing customer satisfaction and achieving and demonstrating VFM.
- Ensure development costs are being controlled within budget, whilst ensuring that quality standards are being achieved.

Business and personal development

- Maintain and develop effective professional networks that will add value to the Populo Living brand, such that Populo Living is viewed as an influential and reliable partner.
- To maintain personal and professional development to meet the changing demands of the job, and participate in appropriate training activities.
- To undertake such other duties, & training as may be reasonably required and which are consistent with the general level of responsibility of this post.
- Comply with the Equalities Framework policy, supporting good working practice and fair opportunities for all staff, and understanding of the benefits of equality and diversity.
- Listen to subordinates / colleagues and lead compassionately and by example.
- Develop leadership and management skills, including mentoring others.

Customer

- Build and maintain effective and productive working relationships with internal and external stakeholders.
- Ensure customers and other relevant external stakeholders are able to meaningfully shape the development programme and influence outcomes.
- Promote and ensure collaborative working with other departments to ensure effective delivery of development targets and plans.

To apply

If you are interested in applying for this role, please contact **Roberta Barlow** at Macdonald & Company on **+44 (0)20 7629 7220 / rbarlow@macdonaldandcompany.com** for a confidential conversation, quoting the job title.

