

OCEAN EDGE

EXECUTIVE SEARCH



DEVELOPMENT MANAGER - (REGENERATION)

**SALARY: £ 53,179 - £ 70,326 SUBJECT TO EXPERIENCE
PLUS £ 5,500 CAR ALLOWANCE**

**BASED: OFFICE BASED AND AGILE WORKING
(AVERAGE 40% LONDON OFFICE BASED)**



THE ORGANISATION

Our client is one of Britain's leading housing associations, with 105,000 homes across London, the South East, the Midlands and the North West.

They are an ethical, inclusive and values-based organisation with a long-term vision- that everyone deserves a quality home that provides them with the opportunity to live a better life.

They focus on the needs of existing social housing residents by investing in homes, local communities and services, and they also create quality homes to suit a whole range of aspirations, incomes and stages of life, for private rent, shared ownership and outright sale.

As one of the sector's biggest developers, they completed over 4000 new homes in 2021-22. The development directorate has recently completed a restructure to achieve 3,000 new build home starts per year and a focus on quality, sustainable homes and places where people want to live that enable firm foundations for successful lives, benefiting customers, communities and the environment for the long term.

Their social purpose drives them to deliver quality services to residents. Not just homes, but also education, training and care and support services. They build aspiration, opportunity and confidence in communities through a £250 million Foundation which is based on the belief that everyone should have the same chances in life no matter where they live.

BENEFITS

This is an exciting opportunity to develop your career with a major employer that genuinely cares for and invests in its staff. Our client recognises and rewards staff with highly competitive pay, flexible working arrangements and a range of generous benefits including:

- **24 days holiday rising to 28 days with length of service**
- **annual bonus subject to group performance**
- **excellent Pension scheme - pension is doubled up to an employee contribution of 5%**
- **an employee assistance programme and non-contributory life assurance**
- **Family friendly policies**

ROLE PROFILE AND JOB DESCRIPTION

Development Manager – Regeneration

Permanent & Agile Contract (average 40% office based). Base Office: London, E15 Salary Range: £53,179 - £70,326 subject to experience plus £5,500 car allowance.

ROLE OVERVIEW:

We are looking for a commercially focused, innovative thinker to join one of the UK's leading housing associations to help deliver major regeneration and investment opportunities.

As part of the Regeneration Team your role will be to project manage joint venture and regeneration housing development schemes from acquisition to practical completion. You may also lead on legacy regeneration schemes, where defect rectification works are being undertaken. As such you will need a thorough understanding of housing development, project management and awareness of statutory legal and regulatory requirements. It is essential that you have proven residential project management experience, ideally from a Housing Association or house builder.

You will need excellent communication, networking and stakeholder management skills. The role involves working effectively with internal teams such as Sales, PRS, Finance and Housing Management, and external consultants, contractors and development partners. Your ability to work collaboratively will be critical to success.

As Development Manager in the Regeneration team you will also be expected to communicate respectfully with residents and work to engage with communities.

YOU WILL NEED:

- The ability to successfully lead a project team of a wide and sometimes competing range of internal and external stakeholders who won't report directly to you. Your active relationship management and leadership skills are essential.
- Accuracy of financial reporting and business plan management. You must know the finances and programmes of your projects intimately and be prepared to justify changes before you agree to them.
- Attention to detail when it comes to identifying and managing opportunity and risk. You are driven to try and ensure your projects outperform their agreed targets even in challenging environments.
- Negotiating the best possible outcomes even where there may be gaps in contract documentation or requests internally for changes post contract award.
- Knowledge of build contract law, particularly development agreements, build contracts and joint venture agreements.
- Knowledge of the wider development process (conception to completion).

THE ROLE INVOLVES:

- Managing a portfolio of projects in the Regeneration and Development Team and being responsible for the procurement and delivery of new/next phase of regeneration projects.
- Responsibility for Business Plans, budget/KPIs, performance and compliance on allocated projects.
- Ensuring attention to detail when it comes to identifying and managing opportunity and risk.
- Accurate reporting to update the business and inform stakeholders of the progress of our homes in development, ensuring they are ready for delivery within set agreed targets and providing vital information if delayed.
- Adopting a focused approach to excellence in quality of new homes and assets delivered.
- Ensuring both internal and external customer satisfaction plus company objectives are met.

ACCOUNTABILITIES:

1. Leadership and management including customer service/values

- Contribute to the team's performance, deliver allocated projects that are characterised by customer focus and value for money.
- Manage the delivery of a portfolio of residential projects.

2. Strategy/ achieving objectives

- Responsible for delivery of allocated Joint Venture (JV), New Build & Legacy residential projects.
- Undertake the day to day delivery and project manage from delivery of allocated residential projects from PTW4 stage through to completion (inputting during PTW stages 1 - 3) to ensure all future delivery proposals are acceptable, risks are manageable and quality is secured.
- Procure consultants and manage services within scope and budget.
- Undertake contract selection, constructor procurement and administer building contracts ensuring delivery of the requirements.
- Deliver own projects within the framework of risk, sustainability and environmental considerations, whilst maintaining focus on time, cost and quality together with business objectives.
- Ensure compliance with obligations defined under land, planning and funding agreements to check adherence by contractors/developers, in house teams and consultants.
- Work with others to optimise value, value engineering, improve quality and improve quality of accommodation for customers.
- Provide timely, informative and accurate information, in the form of written reports to a wide range of parties including Directorate Leadership Team, various governance groups, Local Authorities, representative groups and the public.
- Be responsible for provision of a fully compliant security charging pack to Treasury as required. Lead on Project Team Working as required.

3. Working with others – internal

- Liaise with all internal departments to ensure industry standards and best practice are maintained.
- Work collaboratively with different directorate teams to realise optimum value, quality in construction and continuous improvement.
- Be an active participant in internal cross department working groups, where required, to improve processes, standards and procedures.
- Ensure, through Project Team Working, internal liaison with other client departments in matters relating to the delivery of schemes.

4. Working with others – external

- Develop, maintain and influence relationships with key stakeholders and partners, including third-party liaison with local authorities, planning authorities, development partners, contractors/ developers and consultants to facilitate the delivery of the development programme.

5. Budgetary responsibility

- Manage and control allocated budgets ensuring that all activities deliver 'best value'. Ensure that departmental activities contribute to meeting business goals and support high quality delivery on time and within budget.

6. Compliance

- Ensure H&S, regulatory & governance compliance for areas under the job holder's control.

7. Records and systems

- Maintain accurate and relevant records and systems.

6. Risks

- Continuously manage risks associated with areas under the jobholder's control.
- Ensure that effective controls are in place to highlight, manage and mitigate risk, escalating as appropriate.

Financial Responsibility:

- To be responsible for the effective financial control of each project against the agreed budget and the approved business plan.
- Consider potential improvements to budget and property value whilst delivering to all required quality requirements.

PERSON SPECIFICATION

The following list of skills, knowledge, experiences and personal characteristics are classed as essential criteria for the role. Please consider how you meet these criteria to help inform your application and interview.

TECHNICAL KNOWLEDGE/SKILLS

- Able to demonstrate strong construction/development project management skills (Housing/Construction/Development)
- Able to identify risks and propose effective solutions with minimal supervision to ensure delivery in a demanding environment
- Proven track record in identifying and exercising control over risk
- Professional qualifications – RICS, CIOB, RTPI, RIBA or equivalent work experience
- Detailed knowledge of building practices, planning, development control, GLA/HCA Capital Funding Rules and methods of construction (Desirable)
- Experience of writing bids for competitive tender and compiling complex reports
- Excellent Presentation and Networking Skills
- Able to demonstrate good financial and commercial acumen, including associated risk management skills
- Commitment to providing high levels of customer satisfaction and demonstrable experience of working positively in customer facing environments
- Excellent written and oral communication skills
- Demonstrable collaboration, stakeholder management, negotiation and influencing skills at the highest level
- Computer literate with a good proven competency in MS Office
- First class project co-ordination skills and the ability to multi task and meet deadlines
- Able to manage simple business systems eg databases



MAKE YOUR SUPPORTING STATEMENT STAND OUT FROM THE CROWD

Your supporting statement is your opportunity to say why you are the ideal candidate for this role. Make sure you pack it with all the information needed to take your application to the next stage.

Read the job role and person specification included in this pack carefully and tailor your supporting statement accordingly. Keep your paragraphs short and make sure the overall length is no more than one side of A4.



AN INTRODUCTION

Use the first paragraph to introduce yourself and showcase your talent. Think about your career highlights and make sure they are mentioned high up. What compelled you to apply for this particular role?



YOUR RELEVANT SKILLS

Refer back to the requirements mentioned in the job advert or specification, and make sure you demonstrate how you match the skill set being sought. Give examples of your experience and the projects where you have excelled.



BULLET POINTS

Make your supporting statement punchy by including bullet points to highlight key information. This will also make the page easier for recruiters to read and refer back to.



YOUR NAME AND CONTACT DETAILS

In case your supporting statement and CV get separated once printed make sure your basic details are on both documents.

For more practical recruitment tips and advice visit our blog <https://oceanedge.biz/blog/posts>

TO APPLY FOR THE ROLE

Please email your CV showing how you meet the role criteria to:
JOBS@OCEANEDGE.BIZ

For an informal chat please call the Ocean Edge Executive Search team
on **023 8000 1153**

Closing date is Thursday 17 November, 2022

OCEAN EDGE
EXECUTIVE SEARCH