

Job Description

Job title	Senior Development Manager
Profession	Property & Land Development
Band	D
Directorate	CIDO (Investment and Development)
Accountable to	Head of Land & New Business / Head of Regeneration

Job Purpose:

The role will ensure the identification and acquisition of significant new developer-led, land-led and/or regeneration opportunities within the region, which may also include joint venture partnership developments. Support the implementation of acquisition and/or regeneration strategies in compliance with internal procedures, whilst ensuring that scheme performance is in line with business parameters including relevant financial hurdles, progress aligns with forecast programme and that risks are suitably managed.

The role will lead the progression of projects through the planning process to secure a satisfactory planning consent and drive contractor selection and appointment for handover to the Delivery team. Mentor, coach and develop other CIDO staff, ensuring they can grow in their role and to contribute to the initial stages of succession planning.

Financial responsibility: circa £100million per annum (establishing and managing scheme budgets) although the amount will vary depending on the project.

(Please note - while financial responsibility may be an indicator of role seniority, it should not be viewed in isolation and the complexity of the schemes being managed is equally important)

People responsibility: No direct or indirect reports

Autonomy:

Within the broad direction set by the Head of Land and New Business/Head of Regeneration, this role will deliver key accountabilities.

Key Accountabilities:

- Responsible for identifying and securing land, new business, and/or regeneration opportunities in line with the organisation's regional development strategy and investment strategy, to include those sites of a larger and strategic/complex nature, S106 and package deals, land acquisition, partnership joint ventures, and public sector bids. In addition, the assessment, appraisal and exploration of SNG-owned land requiring close working with members of the wider organisation.
- Establish and manage multidisciplinary project teams, including the appointment of consultants and solicitors, to ensure individual projects are secured and delivered to a high-quality standard, in compliance with internal policies and procedures, whilst managing and mitigating risk.
- Appraise opportunities using financial models to assess scheme performance of potential opportunities. Use excellent development appraisal understanding and knowledge of internal financial hurdles to flex inputs to generate a range of different outputs. Awareness of the impact of

key inputs and assumptions including, but not limited to, open market values, affordable tenures, build costs, professional fees, on-costs, programme and finance costs, and uses this understanding to ensure appraisal accuracy and to support scenario testing and maximise competitiveness.

- Drive schemes through the planning process to the point of a successful permission working closely with planning colleagues. Lead the selection of the design team and ensure proposals align with internal requirements and external regulations, and Homes England/GLA grant funding terms where necessary. Negotiate S106 terms and viability assessments to ensure an optimised position for SNG whilst maximising the number of affordable homes and financial performance.
- Ensure all title and planning matters are suitably managed to ensure later security charging by Treasury colleagues.
- Manage contractor selection and appointment and negotiate build agreements including JCTs and development agreements, ensuring SNG is adequately protected.
- Responsibility for approved scheme budgets, managing cash flows, ensuring schemes remain in budget, regularly reporting any variances to the relevant Head of Service.
- Create and maintain a strong network of contacts across national and regional developers and housebuilders, agents, contractors, lawyers and professional consultancies, and public sector entities including local authorities, Homes England and the GLA. Leverage this network to ensure a constant pipeline of new opportunities are offered to SNG to assess.
- Establish, develop and maintain effective working relationships with all internal colleagues, external parties and public sector partners to contribute to SNG's corporate objectives and success.
- Grow and develop other CIDO staff through sharing time, knowledge and experience. Use mentoring and coaching skills to ensure other team members gain experience and insight into securing complex development schemes and are supported to be able to acquire similar schemes independently.
- Prepare approval papers, ensuring quality of writing, and accuracy and completeness of information. Take responsibility for finalisation of reports by the submission deadline to ensure timely upload.
- Implement strategies to progress the redevelopment of regeneration sites, leading teams to progress legal, technical and planning due diligence to secure the optimum outputs for SNG. Work closely with colleagues from the Customer directorate, implement residential community and resident engagement initiatives that lead to successful outcomes for Customers.
- Deploy strong project, programme and financial management throughout the pre-construction stage. Report upwards as required and track, flag and mitigate risk in a timely manner. Maintain a risk register and update as the project evolves.
- Ensure all information required by delivery team is provided at the point of handover in an accurate and timely manner, in full compliance with internal procedures.
- Champion the CIDO Stage Gate process, ensuring adherence across the teams. Drive continuous improvement to support efficient working practices.
- Use knowledge and relationships with local authorities to maintain a comprehensive oversight and understanding of relevant existing and emerging policies with particular reference to planning and housing.
- Support the Heads of Service in the development and delivery of the regional acquisition plan and regeneration strategies through active participation in the regional team.

General

- Role model SNG's values and behaviours, fostering an environment of trust, transparency, inclusion, and employee wellbeing.
- Demonstrate everyone safe and well everywhere, every day by making health and safety a primary consideration in your decision making.
- Participate in learning and development opportunities and activities that develop personal effectiveness and assist in improving performance in the role. Ensure all core and mandatory training is completed and kept up to date.
- Undertake any other duties as may reasonably be required in line with the level of responsibility of the post and to meet the changing needs of the organisation.

Knowledge and Skills:

Essential

- Significant experience in the housing sector, a track record of taking projects from conception to acquisition, appointing and managing consultant teams to secure new opportunities.
- Awareness of the planning process and a track record of securing planning consents.
- Financially literate, with the ability to input and interpret complex development appraisal models.
- Experience of using learning from a range of roles within the housing, real estate development or related sector.
- Comprehensive understanding of commercial practices relevant to delivering new developments.
- Experience of leading mixed teams of professions and using skills, with a track record of collective achievement.
- Experience of effectively managing a diverse portfolio of high value mixed use and mono tenure development projects simultaneously.
- Good knowledge of building contracts with a broad understanding of procurement methods for new build and regeneration.
- Clean driving licence with access to own vehicle.

Desirable

- Understanding of mixed-use developments.
- Appreciation of relevant grant funding regimes and engagement with relevant policies and regulations.
- Experience of supporting or leading on regeneration projects.
- Track record of building relationships with stakeholders and partners with the ability to influence and negotiate positive outcomes.
- Excellent communication skills with the ability to write and present complex information to a diverse audience.
- Experience of mentoring and coaching colleagues to help build their skills and knowledge.
- Ability to have a flexible approach to work in terms of evening and weekend working as required.

This is an overview of the job and will be periodically reviewed and updated to ensure that the job description fully reflects the responsibilities required of the post holder.

Version	Job code	Author	Date created/modified	Effective date
1.0	4926	James Gibson	04/2025	
2.0	4926	Polly Gardner	05/2025	
3.0	4926	Charlie Stevens	01/07/2025	