Job Description

Job title	Land and New Business Director
Profession	Property & Land Development
Band	C
Directorate	CIDO (Investment and Development)
Accountable to	Regional Managing Director

Job Purpose:

Each region has Board-approved regional investment strategies which sees each region having autonomy to deliver between 500-1,000 homes every year, akin to the scale of a medium sized Housing Association or Housebuilder region. Each region is led by a Regional Managing Director and the regional leadership is organised between Land & New Business, Delivery and Sales, it is against this backdrop that the role of Land and New Business Director has been designed.

The role will be fully responsible and accountable for identifying and acquiring all types of development, whether that is via greenfield, brownfield, redevelopment and S106 opportunities, forming and negotiating joint venture partnership developments within the region ensuring customer satisfactory design, commercial returns, appropriate risk and best value on all schemes.

The role will oversee the following areas which will all contribute to the growth of SNG:

- All new development acquisitions to provide the region with sufficient pipeline to deliver 500-1,000 new homes every year.
- Regional commercial function (including estimating and technical teams).
- Regional planning function.
- Redevelopment of existing stock.
- Supporting regeneration in SNG's priority areas through the acquisition of decant properties.

The role will lead and implement the regional investment growth strategy, ensuring that all acquisitions are in line with the regional business plan and that the growth contributes towards SNG's strategic asset management strategy of improving core stock in priority investment areas. Drive performance across the region, ensuring that all the new homes acquired and developed will improve the quality of SNG's homes and places.

The development opportunities in each region are both varied and broad, ranging from urban dense flatted blocks to small rural housing led schemes. The range of partners involved in acquisitions is significant from large PLC developers to small SME contractors. Flexibility and adaptability is key in this role. The role is key in the regional leadership structure and will lead by example, working collaboratively with the delivery, regeneration and sales functions operating a one-team approach to ensure coordinated delivery.

The role will focus on the creation and execution of the acquisition and development strategies for each scheme managing risk & cost with the teams. Ensure high quality

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product in line with SNG's homes and place standard and drive progress to see deals approved and acquired expediently.

The role focuses on operational management, project execution, and assisting in stakeholder engagement to ensure the smooth functioning and success of development activities. Build and actively maintain senior level relationships with key partners including contractors, consultant's local authorities and developers.

The role will use relevant market intelligence to ensure competitiveness in SNG's new investments; drive performance and visibility of pipeline current and future and routinely reporting progress, risk and remedial actions. Work with the Regional MD to build SNG's external profile within each region.

Financial responsibility: £500m Development Budget across circa 80 development sites

People responsibility: up to 5 Direct reports, 15 Indirect reports

Autonomy: Within broad direction set by the and plan.

Autonomy:

Within broad direction set by Regional Managing Director, this role will have the autonomy to decide how the team operates, resources are deployed and how work gets done. The role will have autonomy to acquire new investments within the regional delivery plan in support of the regional strategy and investment Strategy underpinned by the CIDO business plan.

Key Accountabilities:

- Lead the effective acquisition and development programmes including the robust management of budgets, timescales and quality of all schemes ensuring a high standard of design aligning with SNGs homes and place ambitions.
- Drive regional performance to acquire opportunities that align with the targets within the regional development plan, ensuring a high level of commerciality within the teams and driving accountability of the regional profit and loss (P&L).
- Ensure accurate, commercial and shrewd management of cost and technical aspects within all new schemes – ensuring that resource is managed effectively across new acquisitions.
- Responsible for delivering new planning consents and preconstruction programmes according to budget, particularly on large-scale, complex schemes.
- Scrutinise and sign off new land, building and development contracts in line with ambitions of investment strategy ensuring all contracts are appropriately constructed to address risk and commercial issues.
- Manage the financial and risk management of the regional new business programme which will need to acquire sufficient opportunities to provide long-term sustainable pipeline for the region to deliver 500-1,000 new homes per annum.

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- Lead and select the procurement and management of contractors and consultants ensuring desired outcomes are achieved and ensure personal involvement in more complex negotiations and dispute resolutions.
- Lead the senior director level negotiations for joint ventures and sit on JV boards as appropriate to represent SNG's interests ensuring commercial outcomes are achieved and adherence with relevant laws and regulations.
- Champion the "gateway" development lifecycle, ensuring compliance to the processes, templates and policies. Proactively manage schemes through the gateways and ensure compliance and minimise delays and cost overruns.
- Champion the homes and place standard and play a key role on its implementation promoting to internal and external stakeholders. Ensure the development of new homes meet the strategic objectives of the standard.
- Lead on ensuring SNG's schemes are designed to be safe places to live and do not impact adversely on the safety of the local community. Ensure full compliance with all health & safety regulations including the new building safety regime and take responsibility for appointing all specialist consultants and ensuring that all fit for purpose health and safety regimes are maintained on all sites.
- Keep the board, investment committee and regional leadership team fully informed of the status of all construction projects.
- Develop strong external relationships that assist in the acquisition and delivery of development opportunities at senior level with organisations such as agents, developers; local authorities; contractors; planning authorities.
- As required play a senior role in dialogue with Homes England/GLA on securing grant funding into projects and affordable housing programmes. Ensure land and new business team deliver projects in compliance with grant funding requirements to meet the targets of the funding programmes.

<u>Customer support</u>

- Lead on managing design to ensure the acquisition of a regional pipelines that exceeds customer expectations and drives-up customer satisfaction.
- Establish and develop strong and collaborative working relationships with the localities, property services and finance directorates to ensure that all new development fits the current needs of the business.
- Ensure development contracts are set up with complete and comprehensive asset information to ensure successful onward management and adherence to golden thread.

<u>Leadership</u>

- Manage the Regional Land and New business team with a focus on articulating a clear vision, providing direction, and fostering a culture of accountability, high performance, and continuous improvement.
- Allocate resources efficiently and effectively within the team, managing workload and priorities.

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- Ensure oversight of relevant systems, processes, policies, and resources to ensure that the Regional Land and New business team provide professional, reliable, and responsive services to the business.
- Implement SNG's corporate plan and objectives within it.
- Promote equality, diversity, and inclusion efforts to ensure an inclusive and supportive work environment in line with SNG's policies and procedures.
- Encourage and support employee wellbeing, engagement, development and mentorship and my performance objectives.
- Take ownership of people related matters and work with the relevant support teams.
- Instil a commercial discipline within the project teams and maximise SNG's commercial returns from each project.
- Oversee a broad portfolio of major projects, with the insight and experience to be able to prioritise actions on each when necessary.

General

- Role model SNG's values and leadership behaviours, fostering an environment of trust, transparency, inclusion, and employee wellbeing.
- Proactively promote the Everyone Safe and Well vision and principles, guiding by example to create a positive environment where health, safety and wellbeing are integral values for all colleagues.
- 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 property development and project management.
- Ability to manage large complex programmes of work and navigating diverse environments.
- A track record of taking multiple projects through procurement to completion; creating teams to evolve the project and teams to manage the project once established.
- Deep knowledge of investment and development processes and regulatory requirements.
- Strong commercial acumen and experience of driving innovative approaches to new deals and acquisitions.
- Strong track record of having delivered results by translating the strategic vision into actionable plans, driving performance through effective coordination of cross-functional efforts to achieve organisational transformation.

- Strong experience of effective procurement through tender or frameworks of external contractors and consultants.
- Relevant experience in the delivery of housing projects with a strong knowledge of affordable housing.
- Strong understanding of the commercial markets and commercial practices relevant to delivering new development.
- Strong financial literacy and the ability to interpret development funding models and manage commercial risk.
- Empowered by exceptional interpersonal skills, active listening, and cultural competence to build trust and foster an environment of collaboration and innovation.
- Ability to translate the strategic vision into actionable plans, driving performance through effective coordination of cross-functional efforts to achieve organisational transformation.
- Ability to lead with inclusive practices, ensuring diverse voices are not only heard but celebrated and integrated into decision-making processes. Exhibits exceptional interpersonal skills, active listening, and cultural competence to build trust and foster an environment of collaboration and innovation.
- Housing sector knowledge and insight or can demonstrate transferability from another related sector.
- Experience of working with senior executive and ability to use self-awareness to create a strong team.
- Strong project development skills and ability to work in matrix management structure.
- Able to network; adept and intuitive at managing a range of external relationships.
- Strong influencing skills and ability to develop and promote ideas.
- Highly effective communicator with excellent personal presentation and written skills.
- Ability to exercise good judgement and able to work with tact and diplomacy.

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	4472	James Gibson/ Alexia Evans/ Joe Marshall	21/05/2024	
2.0				

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