



Development Manager (E1456N)

Directorate	Development
Team	Disposals
Reports to	Senior Development Manager
Direct Reports	0
Grade	16
Location	Leeds or Newcastle

Job purpose

The postholder will have a crucial role in providing disposal expertise working closely with colleagues in acquisitions, planning and enabling, technical, legal, commercial and finance to enable the timely delivery of new homes across the Homes England land portfolio ranging from small sites to large settlements.

Working collaboratively with Senior Managers, the Head of Disposals (North East, Yorkshire & Humber) and colleagues within the local delivery teams, the wider Agency, partners and consultants, the postholder will work on a diverse pipeline of projects.

The input of skills ranges from providing support into acquisition strategies, commercially testing the deliverability of planning strategies with the roles key focus on engaging with development partners to dispose of a range of complex sites within the Homes England land portfolio (small to large).

The post holder will think creatively and use their commercial acumen, skills and experience of working in the residential market to accelerate the delivery of new homes through a number of mechanisms and build places of quality. Whilst not essential, experience with commercial development as part of a large housing scheme would be helpful.

A number of Homes England sites are in areas earmarked for regeneration, so proven skills in this field is essential.

The post holder will develop approaches that are mindful of local partners' aspirations when planning and delivering relevant projects while also acting as a conduit for corporate and government messages and to ensure a fair return on investment.

The post holder will also contribute to shaping & presenting approval papers directly linked to the disposal of land and provide input into planning and overall delivery strategies for land owned by the Agency or to be acquired directly or through other Government Departments.

Working in an agile way is key to this role by supporting the mission-based approach and strategic plan of Homes England. This will involve working collaboratively with a range of external partners and teams

within the Agency including but not limited to acquisition, planning and enabling, contract management, technical, valuations, legal, risk and the commercial team.

Key relationships

Internally - Strong relationships with teams across the acquisition, planning and enabling, contract management, technical, legal, valuations, finance and commercial risk.

Externally - Build and maintain strong relationships with key stakeholders such as house builder partners, mixed use developers, local authorities, service providers and other partners across the sector along with relevant central & local government bodies.

Key accountabilities and responsibilities

- As a project manager, you will have to demonstrate delivery of projects to time and budget.
- To have a detailed understanding of development markets with particular focus on the residential market in the North East and Yorkshire area.
- To have a thorough understanding of development appraisals and site viability and the management of development risk.
- Demonstrate solid commercial acumen and excellent negotiation skills.
- To take a lead role in the procurement of consultant teams & other relevant advisors to support the work of the team, including proactive management of consultants.
- To manage and understand the end to end development process including preparing strategies for de-risking, disposal and onward monitoring.
- To prepare tender documents & manage contracts for, but not limited to, property advice, planning advice and legal advice and instructing solicitors.
- Drafting & presenting where required high quality approval papers to obtain Committee & Board approval for projects at key stages of their life cycle.
- Liaison with Estate Management colleagues to ensure that appropriate management regimes are employed on site and collaboratively work with the Contract Management team through the handover period of disposal contracts.
- To work in an agile way supporting the mission-based approach of Homes England. This will involve working collaboratively with partners across the Agency as multifunctional teams to support key deliverables such as the single pipeline.

Homes England Employees are expected to be flexible in undertaking duties and responsibilities commensurate with the general character of the role and level of responsibility.

Key skills, knowledge and experience

- Considerable experience within the development industry and experience of risk mitigation strategies.
- Considerable experience in the field of land purchase and/or disposal.
- Qualified to degree level is essential and a member of the RICS.
- Extensive experience of managing multi-disciplinary teams.
- In-depth knowledge of housing sector and Government policy and current best industry practice.
- Thorough knowledge of the development process, land transactions, de-risking and construction.
- Excellent project management skills and the ability to manage multiple projects simultaneously.
- Experience of risk mitigation strategies together with excellent communication skills.
- Key for all roles within the Development Directorate is the project management skill set, both in terms of updating systems and data sets, as well as understanding the development process and its interdependencies in its entirety.

Key competencies

- Ability to mediate & negotiate outcomes between parties with a cooperative approach to resolve difficult issues.
- The ability to accurately forecast and manage projects and programmes in line with individual and team objectives.
- Ability to mentor staff where appropriate; leading to them becoming high performing team members.

Key performance measures

- Excellent development skills to acquire, de-risk, develop and dispose of land assets in line with the agreed strategy.
- Effective stakeholder management with regional partners which develops positive relationships which enhances the reputation of Homes England.
- Ability to deliver projects to time & budget and to manage multiple complex projects simultaneously promoting agile ways of working.
- Attention to detail to ensure that the agency's commercial position is not eroded and our agreed KPI's are met.
- Be mindful of the Homes England behaviours and values through own actions.

Values and key behaviours

Homes England colleagues are expected to be flexible in undertaking duties and responsibilities commensurate with the general character of the role and level of responsibility.



Respectful

As the core principle, this runs through all our values and behaviours



Impactful

We combine our **commercial expertise with social purpose** to deliver value for money and maximise our positive impact



Accountable

We are **empowered to lead by example**, take responsibility for our actions and speak up for what's right



Innovative

We are **bold, creative thinkers** who embrace change, never stop learning and always look for a better way to do things



Inclusive

We **recognise and value everyone as individuals** and draw strength from our differences



Collaborative

We share information, align priorities, and use **our collective knowledge and experience to achieve great results**