

Development Manager

Team - Development & Construction	Team responsibility - N/A
Manager – Senior Land and Programme Manager	Budget responsibility - c£100K
Directorate – Assets & Growth	Job grade - 6
Location – Northallerton	
Stakeholders - Development & Construction colleagues; Assets, Finance, Legal, Procurement, Sales and Customer teams; local authorities; Homes England and other funding bodies; landowners, agents, developers, consultants, contractors and community representatives.	

Role Purpose:

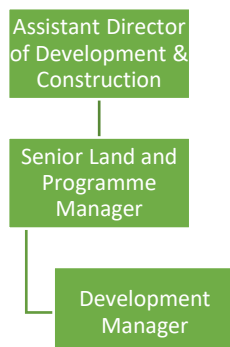
To manage the identification, appraisal and progression of development opportunities that support Broadacres' growth strategy and increase the supply of high-quality, affordable homes.

Working within the strategic direction and delegated framework set by the Assistant Director, Development and Construction and the Senior Land and Programme Manager, the role translates agreed strategy and plans into customer-centric, efficient and well-controlled delivery.

It manages schemes from inception through approval and mobilisation, ensuring proposals are viable, informed by high-quality data and customer insight, and aligned with financial, risk, quality, sustainability and funding requirements.

The role builds effective relationships with internal teams, local authorities, landowners, developers, consultants and funding partners, and manages colleagues and professional advisers to maintain a reliable pipeline of sustainable development opportunities that provide long-term value for Broadacres and rural communities.

Organisational Structure



Main responsibilities

New Business & Development Delivery

- Manage the identification, initial assessment and progression of a programme of suitable development opportunities that contribute to the agreed growth strategy.
- Build and maintain productive relationships with local authorities, landowners, developers, agents, Homes England and other funding and delivery partners to generate and progress opportunities.
- Prepare and quality-assure feasibility studies and development appraisals, ensuring costs, income, funding, programme, quality, sustainability and scheme risks are accurately reflected.
- Coordinate technical, planning, legal, commercial and customer input so that proposals are deliverable and meet Broadacres' financial, risk and development parameters.
- Prepare clear business cases, approval reports and funding submissions, responding promptly to challenge and conditions of approval.
- Manage the progression of opportunities through feasibility, appraisal and approval stages, maintaining accurate pipeline, milestone and risk information.
- Represent Broadacres at relevant networks and stakeholder forums, promoting its growth priorities and reputation as a credible delivery partner.

What does success look like?

A well-managed pipeline of viable opportunities supports delivery of the agreed growth strategy. Appraisals and business cases are accurate, evidence-based and clearly set out, enabling timely decisions. Opportunities progress through agreed gateways with risks, dependencies and funding requirements identified early and escalated appropriately. Stakeholders understand Broadacres' priorities and experience the role holder as responsive, knowledgeable and reliable. Funding submissions meet required standards and conditions, and records provide clear assurance on compliance and progress.

Project & Programme Management

- Manage development schemes from initial concept through appraisal, approval and mobilisation, with clear programmes, responsibilities, controls and reporting.
- Procure and manage consultants, professional advisers and development partners in line with Broadacres' legal, procurement and financial procedures, demonstrating value for money.
- Coordinate multi-disciplinary design and technical input to ensure proposals are feasible, deliverable and aligned with agreed quality, sustainability and customer standards.
- Monitor programme, budget, quality, risk and key dependencies, taking corrective action within delegated authority and escalating material issues promptly.
- Work closely with construction, sales, assets, finance, legal and customer teams to secure effective handovers between development stages.

- Support land acquisition, contractual and funding processes by providing accurate scheme information and coordinating actions with legal representatives and partners.
- Lead on the financial appraisal, funding and cashflow management of development schemes, using specialist systems to assess viability, monitor project performance, secure external grant funding, and ensure the effective delivery of Broadacres' development programme.
- Maintain complete, accurate and well-managed project data and documentation to support decision-making, audit and continuous improvement.

What does success look like?

Schemes progress through agreed stages to approved programmes, budgets and quality standards. Project information is accurate and current, enabling effective oversight and timely intervention. Consultants and partners are well managed, deliver to agreed requirements and demonstrate value for money. Technical, financial, contractual and delivery risks are identified early, managed within delegated authority and escalated where necessary. Internal teams experience clear communication and coordinated handovers, and proposals reflect Broadacres' sustainability, energy-efficiency and customer requirements.

Operational Planning, Governance & Performance

- Translate the agreed growth strategy and operational plans into clear development priorities, project actions and team objectives.
- Produce accurate financial, programme, risk and performance information to support management decisions and provide assurance to senior leaders and governance forums.
- Prepare high-quality reports, recommendations and approval papers, setting out options, evidence, implications and proposed actions.
- Monitor scheme performance against approved parameters and KPIs, investigate variance and implement or recommend corrective action.
- Maintain an informed understanding of housing delivery policy, funding requirements, market conditions and good practice, applying this knowledge to operational decisions.
- Ensure development activity complies with relevant legislation, funding conditions, procurement requirements, organisational policies and delegated authorities.
- Use customer insight, complaints, compliments and project learning to identify and deliver practical service improvements.

What does success look like?

Senior leaders and decision makers receive clear, accurate and timely information on viability, delivery, performance and risk. Schemes remain within approved parameters or variances are identified and escalated early with practical recommendations. Development records and controls withstand scrutiny and support compliance with funding, governance and audit requirements. Operational activity clearly contributes to the growth strategy, and learning from data, customer feedback and completed projects is translated into measurable improvement.

General

- Comply with Broadacres' policies, procedures, code of conduct and delegated authority arrangements.
- Manage operational, financial, health and safety, people, information and project risks within the role's remit, maintaining appropriate controls and escalating significant matters.
- Ensure work and services comply with data protection, equality, diversity and inclusion, safeguarding, health and safety, financial and other relevant statutory requirements.
- Manage delegated budgets and external resources responsibly, using management information to control expenditure and demonstrate value for money.
- Champion customer voice, sustainability and inclusive practice in development decisions and service improvement.
- Role model Broadacres' corporate plan, values and behaviours and contribute positively to wider directorate and organisational priorities.
- Undertake other duties commensurate with the responsibilities and grade of the post.

What does success look like?

The role holder is a credible and dependable manager who translates strategic direction into well-controlled delivery. Policies, procedures and delegated authorities are consistently followed; budgets and risks are actively managed; and decisions are supported by accurate evidence. Colleagues, customers and partners experience professional, inclusive and responsive leadership, while senior managers receive timely assurance and escalation on performance, compliance and delivery.

Development Manager

Person Specification

Job Requirements	Essential	Desirable	Method of Identifying Criteria
Experience	Experience of identifying, assessing and progressing residential development opportunities from inception through to delivery. Experience of negotiating with landowners, developers, local authorities and other stakeholders to secure successful development outcomes. Experience of managing complex projects and working collaboratively with a range of internal and external partners.	Providing written reports to a Committee or Board Experience of social housing development including undertaking financial appraisals Experience of developing market housing	Application form Interview (may include presentation or occupational test where appropriate)
Skills	Explains change clearly, involves the team, manages local impacts and reinforces new behaviours and processes. Interprets the wider operating context and aligns team decisions and priorities to service and organisational goals. Encourages team ideas, tests improvements and helps colleagues adapt to new systems, services and customer needs. Coordinates team priorities, resources and deadlines, adjusting plans when operational demands change. Analyses data from multiple sources, identifies patterns and assures the accuracy and quality of team outputs.		Application form Interview (may include presentation or occupational test where appropriate)

	Clarifies needs and expectations, handles disagreement constructively and negotiates workable team and service outcomes. Promotes effective digital ways of working, improves team adoption and uses data and systems to enhance service delivery. Communicates complex operational information clearly, creates open dialogue and uses empathy to support colleagues, customers and stakeholders through difficult situations. Diagnoses complex operational problems, considers multiple perspectives and makes evidence-based decisions with appropriate escalation. Manages projects to time, cost and quality, engaging stakeholders and addressing risks and delivery issues.		
Knowledge -	Able to demonstrate an understanding of and commitment to diversity, customer and stakeholder participation Take ownership of issues and decisions and care about achieving high standards Knowledge of development viability and financial appraisal.	Homes England requirements Understanding of housing and development issues	Application form Interview (may include presentation or occupational test where appropriate)
Special Requirements	Willing and able to work outside normal office hours.		Application form Interview



	Current driving licence and access to a vehicle		(may include presentation or occupational test where appropriate)
Qualifications		Membership of professional housing or construction related body	Application form