



Creating great homes together

# Role Profile

**Position**

**Head of Growth**

**Reporting to**

**Director of Sustainability and Investment.**

## What you can expect

**We're a magnificent place to work, where talented and ambitious people enjoy rewarding, purposeful and fulfilling careers in an inspirational environment.**

- You will be joining an organisation where talented and ambitious colleagues enjoy rewarding and fulfilling careers.
- As part of our team, you will have the opportunity to shape an ambitious and vibrant leadership team led by an inspirational executive team and a progressive Board. Your contributions will be instrumental in driving our organisation forward.
- Your role will play a significant part in realising Magna's ambitious plans to exceed excellence and achieve "Beyond the Best" status within the next decade.
- You will have a direct impact on shaping the location, appearance, and atmosphere of future homes and estates.
- Collaborate with like-minded, talented, and driven colleagues in a fast-paced, adaptive environment. Here, you will receive support and encouragement as you foster best practices and explore innovative approaches to achieving our goals.
- At Magna, we are committed to your growth and professional journey. We offer ample opportunities for further training and development, empowering you to excel in your career. Our comprehensive benefits package underpins our commitment to your well-being and includes a generous Pension Scheme, Health Care Cash Plan, Wellbeing Portal and Employee Assistance Program. These resources are designed to support both your mental and physical health, ensuring your success in both personal and professional aspects of life.
- We actively support our local communities and encourage employee involvement by offering one paid day per year for volunteer activities alongside access to Credit Union facilities and Colleague Voice. You will also benefit from Company Sick Pay and a competitive annual leave entitlement, which increases progressively with your length of service over the first five years.

## What you are known for

- You possess strong networking abilities and thrive in collaborative environments, fostering relationships with suppliers and investors alike. Your exceptional communication skills enable you to engage effectively with diverse stakeholders, including local communities, investors, and government officials, positioning you as the face of investment growth for Magna.
- As a creative problem solver and adept negotiator, you bring a balanced approach to internal and external engagements, ensuring fair and mutually beneficial outcomes. Whether working within the organisation or engaging externally, you maintain a firm commitment to influencing the location, design, and atmosphere of future homes and estates.
- You serve as a leader, advocate, and promoter of construction best practices, as well as principles of equality, diversity, and inclusion, driving positive change both within and beyond the business.

## What you take care of

- As a senior management role working closely with the Head of Asset Investment, you will lead the asset options work, leveraging data and insights derived from the Heat Map analysis. Your direction will align with the Strategic Asset Management Plan, extending beyond the portfolio of retained and maintained homes.
- This growth-focused role requires a strong commercial acumen across various tenures, along with exceptional engagement, creativity, and negotiating skills. Your primary objective is to develop the land/property pipeline and negotiate contracts that align with our Strategy and Placemaking investments outlined in the Strategic Asset Management Plan.
- Accountable to the Land and Property Options Group, you will provide expertise to targeted investments in land and property, encompassing new developments, regeneration of existing homes, and strategic purchases or swaps. These initiatives aim to reshape our homes and geography, strategically expand our customer offerings, and facilitate a significant improvement in customer experience within their homes and estates.

## What you need to be successful

- You will possess extensive experience in land and property investment, including a deep understanding of land and planning regulations and complex multi-tenure regenerations, alongside a proven track record in implementing joint venture and partnership models to optimise the balance between risk and return, aligned with Magna's risk appetite. Additionally, demonstrating a strong history of adhering to audit and compliance requirements set forth by funders, while consistently meeting performance indicators for various investments.
- A solid working knowledge of the construction process and construction project management is essential, along with the ability to conduct feasibility studies and financial appraisals effectively. You will have experience in managing teams and fostering a cohesive "one team" approach to new business initiatives.

- Proficiency in negotiation and coordination of large and diverse building contracts to ensure successful delivery by the project management team is crucial. Moreover, you will be adept at managing large budgets, drafting policies, and developing procedures to support operational efficiency and compliance.

## **Qualifications required**

**Applicants with transferrable skills are encouraged to apply.**

- Educated to degree level or equivalent qualification or experience.

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