



Creating great homes together

# Role Profile

**Position**

**Senior Development Manager**

**Reporting to**

**Head of Growth**

## 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.

- As part of our team, you will have the opportunity to help shape an ambitious plan for growth, led by an inspirational leadership and executive team and a progressive Board. Your contributions will be pivotal in driving our plans for growth forward.
- 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 are an experienced and passionate residential development professional with a strong understanding of the nuances of the affordable housing sector, at ease with handling complexity with attention to detail, with a proven track record in acquiring land, property, and new business opportunities.
- You are adept at simplifying the process in order to achieve the desired outcome, with a consistent focus on delivering, going the "extra mile" for customers and colleagues.
- You possess strong networking abilities and an established network in the industry, and thrive in collaborative environments, fostering relationships with developers, landowners, and others in the industry.
- Your excellent communication skills enable you to engage effectively with diverse stakeholders, including local communities, developers, and affordable housing partners.
- As a senior manager you serve as a leader, advocate, and promoter of construction and development best practices, as well as principles of equality, diversity, and inclusion, driving positive change both within and beyond the business.
- 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.

## What you take care of

- This is a senior management role that requires close collaboration across the organisation and especially with the Delivery, Asset, and Sustainability and Grants Teams.
- You will proactively contribute to setting a targeted approach to identifying new development opportunities and partners, seeking to establish progressive and consistent ways of working aligned to the organisation's Strategic Asset Management Plan and Magna Homes and Estates Standard.
- 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, negotiate deals and conclude contracts, to enable smooth transition through to the Delivery Team.
- Accountable to the Growth Team and Land and Property Options Group, you will provide advice on investments in land and property, encompassing new developments, regeneration of existing homes, and strategic purchases or swaps.
- You will take line management responsibility for the Growth Team reporting to the Head of Growth.
- Other key job requirements include:
  - **Develop new business:**
    - Take ownership of Magna's pipeline of development building it to meet our ambitious plans for growth, including sites self-sourced, ensuring growth data is up to date and reported accurately.
    - Take responsibility for reviewing appraisals for all new schemes against our financial and risk parameters and recommend and make offers utilising appraisal software including Proval.
    - Manage new opportunities through our internal approvals process, presenting robust and diligent business cases for approvals at all levels within the organisation through to Board as necessary cover for the Head of Growth.
    - To liaise with our public and private sector partners to promote Magna and its strategic aims.

- Lead on preparing tenders for land, construction, and consultant services.
- Lead on planning applications process through to consent.
- **Contract management:**
  - Lead on negotiating contracts for the development/purchase of land and properties.
  - Ensure that planning and contract requirements are met, and grant funding terms are delivered on time and to budget.
  - Ensure that pre-construction scheme costs and risks are being actively managed.
  - Lead on the appointment of consultants.
  - Lead on the timely handover of contracted projects from Growth to Delivery, ensuring that information is complete and comprehensively handed over.
- **Grant funding – work closely with the Sustainability and Grants Team:**
  - To help coordinate bids for grant funding.
  - To provide key information for Homes England and other partners.
- **PR and Communications, Marketing and Sales:**
  - To lead on promoting the organisation and the activities of the Growth team.
  - To actively work alongside the Sales and Marketing team including the Sales Team, dealing with Shared Ownership sales, and the Lettings Team.
  - Support the organisation and attend sales events and scheme events as required.

## **What you need to be successful**

- You will possess extensive experience in land and property development, including a deep understanding of land and planning regulations and complex multi-tenure regenerations, this may include (but is not essential) experience in implementing joint venture and partnership models, aligned with Magna's risk appetite.
- A solid working knowledge of development, planning, design, and construction processes, along with the ability to conduct feasibility studies, options appraisals, and financial appraisals effectively, and manage budgets (including professional fees).
- You will have good experience in managing teams and fostering a cohesive "one team" approach to new business initiatives.
- Proficiency in negotiation and coordination of land and build contracts to ensure successful delivery.
- Strong commercial acumen along with exceptional engagement, creativity, and negotiating skills.
- Strong networking abilities and an established network in the industry.
- Experience of successful partnership working with local authorities, developers, community representatives and statutory authorities.
- Experience of grant funding bids is desirable.
- Experience of writing and presenting business cases and procedures, and writing policies is desirable.

## **Qualifications required**

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

- Educated to degree level or equivalent qualification or experience, with a minimum of 5 years working experience in residential development. Professional qualification, for example RICS, is not essential but advantageous.

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