

## Job Profile

**Job Title: Senior Development Manager**

**Job Grade: Level 5, Zone 2**

### About Camden

'Camden is building somewhere everyone can thrive, by making our borough the best place to live, work, study and visit. Because, we're not just home to UK's fast-growing economy. We're home to the most important conversations happening today. And we're making radical social change a reality, so that nobody gets left behind. Here's where you can help decide a better future for us all.

The primary purpose of this post is to help to deliver Camden's Community Investment Programme (CIP) and our plan to invest over £2.3billion in new council homes, schools and community spaces.

### About the role

You will lead on the management and implementation of one or more complex CIP development projects, ensuring innovation, best practice and best value in commissioning and delivery. The post holder will be expected to deputise for the Team Leader and provide specialist professional support and advice to Consultation and Engagement Officers, Development Managers across CIP and officers from other parts of the Council and elected members.

Example outcomes or objectives that this role will deliver:

- To manage and deliver a portfolio of development projects that require capital funding from a range of sources to fund the delivery of new and replacement affordable homes, schools and community facilities and to secure inward investment in existing housing to provide decent homes for Camden residents.
- To ensure opportunities are maximised to deliver on the Camden's Climate Action Plan to meet growing community needs and improve the educational attainment and employment opportunities of local people.
- To draft governance reports at key decision points for consideration by Project Boards and decisions from Executive officers and Cabinet Members.
- To develop and analyse feasibility options and present business case recommendations for the physical development and regeneration of Council sites.

- To liaise with other Council departments and ensure wider corporate objectives are considered throughout the life of a project, from inception to completion, developing innovative ways of delivering on the objectives in [We Make Camden](#)
- To lead the procurement and oversee the day-to-day management of development projects on site, ensuring the highest standards of design, innovation, sustainability and construction best practice are achieved.
- To proactively engage with local residents, community groups and businesses, and with key project stakeholders and elected members to ensure that full consideration is taken of the local needs and opportunities presented by new development.
- To manage and monitor project performance, and report on progress towards key project milestones and physical and financial targets, presenting key information to senior managers and elected members, where necessary.

#### **About you**

- Will have over 7 years construction, development or regeneration related experience and evidence of continuous professional development in these fields (at least 5 years).
- A relevant degree in architecture, development, regeneration or construction, or equivalent significant experience and evidence of continuous professional development
- Thorough knowledge of planning, design and heritage issues in a political environment – including town planning, development and land acquisition practice, and housing development standards.
- Excellent working knowledge of design, technical and sustainability standards.
- Programme, project and risk management skills including - knowledge of project management tools used to manage and deliver technically complex construction projects
- Strong negotiation skills applicable in different situations at various stages of a project and involving a range of stakeholders, including residents, politicians and other public authorities.

- Strong knowledge and understanding of procurement processes and construction contracts for delivering and managing development projects within a local authority context.
- Commercial, appraisal, viability, procurement skills including experience of running and interpreting financial appraisal models together with an in depth understanding of development finance and the pros and cons of different delivery options.
- Organisation and management skills to lead multi-disciplinary teams and independent contractors/consultants on technically complex projects.
- An understanding how regeneration initiatives can be used to address deprivation, access to services, issues around community safety and cohesion.

### **People Management Responsibilities**

- This post holder has management responsibility to oversee and coordinate the work of project teams which can include Development Managers and Development Officers, consultation staff, external consultants, agencies and partner organisations, particularly where the model to deliver is via a Development Agreement
- The post holder will have line management responsibilities for 2-3 team members: this could include Development Managers, Consultation and Engagement Officers and Development Officers.

### **Relationships**

- To work with a range of Business as Usual teams within the Council; Finance, Procurement, Communications, Sales and Marketing and Asset Management Team, a range of external consultant and developer teams where the objective is to maximise the physical and financial benefits accruing to the Council from redevelopment of its land and assets.
- To liaise with the Borough's Planning and Legal services on matters of tenancy, planning and development legislation and land law. To ensure that all proposals, and all appointments, comply with all statutory and legislative requirements, and the Council's Standing Orders, Financial Regulations, Procurement regulations and other relevant procedures.
- Ensure effective liaison with residents, elected councillors, schools and community groups, Housing Management, Needs and Allocations, Housing Repairs, Home Ownership, Schools Property and Contracts, Community and Third sector team, Borough Valuers, Borough Solicitor and internal and external regeneration and funding agencies and partners.
- Generally, to develop and maintain ongoing partnerships and take a flexible approach to meeting outcomes and empowering colleagues.

## **Work Environment**

- Post holders are required to work flexibly from Council offices, on site, at home and at consultant's offices as necessary. They will be expected to attend evening and weekend meetings and to work directly with elected members, residents and the general public at consultation meetings, workshops and exhibition events.
- The job requires hybrid working, i.e. 2-3 days spent in the office including attend building sites, participating in face to face consultation and conducting tours of sites with elected councillors and consultants. Whilst on site post holders will be expected to wear the necessary personal protective equipment. Regular visits to sites around the borough including estates, schools and children's centres, as well as meetings in other offices will be expected.

## **Over to you**

We're ready to welcome your ideas, your views, and your rebellious spirit. Help us redefine how we're supporting people, and we'll redefine what a career can be. If that sounds good to you, we'd love to talk

## **Is this role Politically Restricted?**

Some posts at Camden are politically restricted, which means individuals holding these posts cannot have active political role. For a list of all politically restricted roles at Camden [click here](#).

## **Diversity & Inclusion**

At Camden, we value and celebrate difference and encourage diversity in all respects. Our diverse workforce ensures we represent our communities to the best of our ability and enables us to make better decisions. Because of this, we particularly welcome applications from Black, Asian and Ethnic Marginalised groups, those who identify as LGBT+, neurodiverse and disabled people who are under-represented in our team at this level. For further information on our commitment to Diversity and Inclusion please [click here](#)

## **Agile working**

At Camden we view work as an activity, not a place. We focus on performance, not presenteeism. We create trusting relationships, we embrace innovation rather than bureaucracy and we value people. Collaboration is the Camden way, silo working isn't.

At Camden we are proud to be one of Hire Me My Way's inaugural campaign supporters. Hire Me My Way is a national campaign led by Timewise, designed to increase the volume of good quality jobs that can be worked flexibly in the UK ([www.HireMeMyWay.org.uk](http://www.HireMeMyWay.org.uk)). Hire Me My Way aims to treble the number of available good quality flexible jobs to 1 million by 2020. Is this target still relevant?

## **Asking for Adjustments**

Camden is committed to making our recruitment practices barrier-free and as accessible as possible for everyone. This includes making adjustments or changes for disabled people, neurodiverse people or people with long-term health conditions. If you would like us to do anything differently during the application, interview or assessment process, including providing information in an alternative format, please contact us on 020 7974 6655, at [resourcing@camden.gov.uk](mailto:resourcing@camden.gov.uk) or post to 5 Pancras Square, London, N1C 4AG.