

## Job Profile

**Job Title: Development Manager**

**Job Grade: Level 4, Zone 2**

**Salary Range: £48,969 - £55,797**

### 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 lead the management and implementation of one or more projects falling under the CIP/Estate Regeneration Programme ensuring innovation, best practice and best value in project development, design and delivery.

### About the role

The key objectives are to deliver a range of regeneration projects including new homes, schools, community facilities and commercial space; and to secure inward investment in existing housing to provide decent homes and to deliver on the Council's objectives as set out in ['We Make Camden'](#) including delivery of genuinely affordable housing, and building communities that are mixed, with well-designed homes and infrastructure that encourage integration, cohesion and active lifestyles. The post-holder will liaise with internal and external stakeholders including officers, councillors, consultants and the community and will be working to a Senior Development Manager on larger projects and portfolios of work and / or manage smaller projects directly themselves.

Portfolios of work including the formulation of corporate policy, updating our development procedures manual and / or all project / programme management documents as well as any workstreams which are included in the CIP Improvement Plan.

Example outcomes or objectives that this role will deliver:

- To manage and deliver specific regeneration and development projects and/or portfolios of work.
- 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 assist in and lead the procurement, design development and delivery of regeneration projects, ensuring the highest standards of design, innovation, sustainability and construction best practice are achieved.

- To procure and manage teams of consultants to develop options for the physical development and regeneration of Council sites including large-scale new-build housing and mixed-use developments incorporating public realm and community safety improvements.
- 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 '[Our Camden Plan](#)'.
- To work collaboratively with the Council's Asset Strategy & Valuation, Neighbourhoods, Placeshaping & Regeneration, Planning, Economic Growth, Communications teams and others to maximise the financial, physical, social, and community benefits accruing to the Council and the Camden community from redevelopment of its property and land assets.
- Delivery of new mixed-tenure housing supply, capital receipts and revenue income streams for reinvestment in new and existing housing stock and/or community facilities and services.
- To liaise with the Borough's Legal and Procurement services on matters of planning, procurement and development law, legislative requirements, the Council's Standing Orders, Financial Regulations and other relevant protocols.
- To lead on consultation and engagement for regeneration projects, establishing good relationships with the local community including residents, businesses and other stakeholders in liaison with other Council teams. To develop an inclusive approach to ensure the diverse voices of the community are heard, that the communications support the investment and programme objectives of the Regeneration programme, and that there is genuine community participation in the process.
- To establish, monitor and report on project milestones; programming, resourcing, and budgetary targets to Senior Managers and elected members and manage, monitor and report upon consultant performance as required.
- To develop the project business case, and work collaboratively with other Council teams to draft and develop governance reports for progression through Council governance, including CIP governance and Camden Cabinet.

### **About you**

- A relevant degree in architecture, development, regeneration or construction, or equivalent significant experience and evidence of continuous professional development, or be working towards a relevant post-graduate level qualification.
- Good knowledge of one or more of the following areas: town planning, high quality design, development viability, land acquisition, technical design and sustainability standards, construction delivery.
- Excellent verbal and written communications skills. Advanced report writing and ability to synthesis and present complex technical information.
- Strong project management skills for technically complex construction projects including programme and budget monitoring in Excel and Project.

- Excellent relationship building skills, experience of working on large regeneration and construction projects involving and closely impacting upon residents and other stakeholders.
- Strong negotiation and issue resolution skills at all project stages. Ability to develop good professional relationships: lead, inspire and instruct a team of consultants and officers and manage upwards.
- One or more of the following skills desirable but not essential:
  - Strong working knowledge of development appraisal software, in Excel, Argus or equivalent.
  - Understanding of BIM and implications on collaborative design
  - Procurement skills- brief writing, development of assessment criteria, interviewing
  - Strong technical knowledge of UK planning and building regulations in development to deliver infrastructure, new build and refurbishment projects.

### **People Management Responsibilities**

This postholder has a matrix management responsibility to oversee and coordinate the work of project teams which can include consultation staff, external consultants, agencies and developers ensuring compliance with development agreements and agreed development plans.

### **Relationships**

- To work with stakeholders across the council on projects and portfolios of work as well as the Council's Placeshaping & Regeneration, Planning, Economic Growth teams to ensure the highest standards of design quality and inclusive growth are delivered through regeneration of the Council's assets.
- To work in conjunction with the Council's Finance and Asset Strategy & Valuation teams and external valuation and marketing/sales advisers to maximise the physical and financial benefits accruing to the Council from redevelopment of 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 legislative requirements, the Council's Standing Orders, Financial Regulations and other relevant protocols.
- Establish good working relationships to develop effective communication with residents, Members, Housing Management, Needs and Allocations, Housing Repairs, Home Ownership, Borough Valuers, Borough Solicitor and internal and external regeneration and funding agencies and partners.

### **Work Environment**

Post holders are required to work flexibly from Council offices, site and consultants' offices as necessary. They will be expected to attend evening and weekend meetings as required and to work directly with members, residents and the public in consultation meetings and workshop and exhibition events. They will need to manage conflicting priorities and work to tight deadlines

### **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. 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.

### **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.