

Regeneration Development Manager

Development - Regeneration

Overview	
Role Purpose	Lead and manage the development, design and delivery of key Regeneration development projects and deliver them on time, to budget and to agreed quality standards – supporting the overall objectives for the regeneration programmes and maximise outcomes for local communities
Responsible for	<ul style="list-style-type: none"> Managing design development/planning/construction delivery for mixed use projects Appraising projects and development schemes and managing project capital budgets Delivering viable and deliverable regeneration and mixed use development projects Leading and managing design and project teams Lead on ensuring effective engagement with stakeholders and residents Championing the regeneration and to Identify and develop new proposals and service improvement.
Reports to	Project Director
Line management	Project Manager
Tier	5/6 (Dependant on level)
Expectation Level	Operations Manager
Role relationships	
Internal	<ul style="list-style-type: none"> Working collaboratively with the Regeneration, Social and Economic Investment and Communications and Resident Involvement Teams Working with Development colleagues, NHG Client and Finance Investment teams Report to Regeneration governance boards/groups Report to Project Review Group and Project Appraisal Group
External	<ul style="list-style-type: none"> Work alongside/deliver Development Management services with/for Local Authority Development Partners Support work with wider stakeholders and engage in wider programme governance structures Lead and motivate teams of contractors and/or consultants

Manager / leadership criteria	
Functions	<ul style="list-style-type: none"> Regeneration Projects Development Projects Stakeholder Management Resident Engagement Collaboration with Internal Stakeholders

Staff reports	Total: 1/2 Direct: 1/2 Indirect: 0
Budget size	Up to £100m
Other key data	To support the delivery of the comprehensive regeneration of Grahame Park and Woodberry Down.

Role accountabilities

Project Management

- Act as the NHG lead on the development of critical Regeneration and Development Projects with complex legal structures and various internal and external stakeholders so they deliver on time, to budget and to agreed quality standards.
- Manage Regeneration and Development Projects through concept, design development and planning to ensure viability and deliverability.
- Lead cross functional internal and external teams to rationalise design and maximise scheme efficiencies and ensure a quality led approach.
- Develop and manage comprehensive risk registers with robust mitigation strategies to minimise project risks. Where risks do materialise, take a proactive and commercial approach to resolve
- Maximise development value against budget, programme and co-ordinate and external parties. Have a strong focus on financial and commercial viability.
- Lead on proactive value management through design whilst maintaining a customer focussed approach and internal business requirements.
- Collaborate with NHG Socio-Economic Investment and NHG Commercial Properties teams to implement regeneration projects (such as meanwhile uses) where appropriate to add value and support the overall success of the regeneration programmes.
- Lead and chair project meetings with internal team members and consultants
- Lead and manage all procurement activities. Recommend and deliver appropriate procurement strategies for projects or schemes considering risk and best value and in line with NHG Procurement requirements. Manage all consultant appointments.
- Lead consultant and design teams with a strong contractual and commercial approach to ensure that schemes are delivered on time and to budget.
- Provide strategic input into sales and lettings marketing strategies and management strategies for your projects.
- Engage with NHG Housing teams to ensure that new homes/buildings are designed with tenants in mind and are fit for purpose. Ensure Housing management is engaged in any decant activities
- Work closely with Assets, Leasehold, Housing Management and any other client teams on the development and delivery of an Area Management Plan
- Work closely with other internal teams as required to ensure all aspects of the project or development meet NHG's long term requirements.
- Working closely with the Regeneration Communications and Involvement team, ensure that projects deliver meaningful resident engagement, and that consultants and contractors embed engagement activities in their work.
- Manage project business plan, financial models, risk maps, project programmes and other reports where appropriate.
- Prepare management reports including financial appraisals, monthly progress reports, cost reports and HCA and/or GLA Grant Forecasts. Present to internal and external panels and

Role accountabilities

committees.

- Lead the development of phasing, implementation and handover strategies to ensure successful delivery of the projects. Carry out options appraisals where appropriate.
- Ensure that principles of representation, inclusion and diversity are championed and reflected across all projects
- Create and maintain comprehensive project documentation in line with internal procedures and audit requirements.
- Produce clear and concise reports to Project Boards and other governance structures, action decisions and be accountable for project milestones.
- Attend evening/weekend events and meetings when required.

Cost Control and Legal Agreements

- Control and manage financial appraisals on Pamwin, Argus or another development appraisal tool. Responsible for development management accounts and all other financial information in respect of projects. Report on project variances and act to minimise them.
- Prepare and manage capital budgets, revenue forecasts, cash flow forecasts, development programmes and other management tools.
- Continually review the feasibility and financial viability of projects
- Manage legal and commercial agreements including development agreements, and S106 agreements.
- Establish and manage numerous stakeholder and commercial relationships, including Local Authorities, GLA, internal clients, etc. and resolve issues in the interest of the project.
- Manage planning requirements, legal requirements, warranties and utilities and track the same through schedules.

Relationships

- Manage NHG day to day relationship with Local Authority Regeneration Partners and other stakeholders.
- Working closely with the NHG Resident Involvement and Socio-Economic Investment teams, develop resident involvement/engagement strategies for planning/construction delivery
- Working closely with the Socio-Economic Investment team, develop commercial properties strategies that include local businesses.

Pre-Construction Planning and Design

- To take the lead role in obtaining successful planning permissions for property acquired or to be acquired by Notting Hill Genesis
- Responsible for delivering high quality residential-led mixed use developments that minimise management costs and charges to future NHG residents and customers.
- Managing and leading on various technical assessments/surveys required for planning
- Lead on planning viability assessment, negotiations and resolution
- Ensure that planning permissions are deliverable, do not contain onerous requirements, comply with NHG's internal approval processes and fit our strategic objectives.
- Lead on S106 negotiations and to be responsible for completing legal planning agreements

Construction & Delivery

- Manage the development of the design and the procurement and delivery of construction proposals in line with the procurement strategy agreed with the Project Director.
- Work with the Sales, Housing Management and Commercial Properties Teams. Ensure that

Role accountabilities

completed properties meet acceptable quality standards. Prepare handover documentation in timely manner to ensure projects handover on time.

- Manage projects through defects liability period, attend defects meetings and end of defects inspections.

General

- Ensure you follow the financial regulations, policies and procedures at NHG.
- Ensure that you follow relevant Health and Safety policies and related procedures, keeping up to date with changes and taking action to maintain personal health and safety and that of others.
- Ensure that you undertake any corporate responsibilities as required.

The tasks and responsibilities outlined above are not exhaustive; the post holder may undertake other duties as is reasonably required.

To do the job well, we have outlined the knowledge, experience, and skills you need to do the job.

Personal Specification

Professional expertise (know how & experience)¹

Essential

- Experience in working on regeneration programmes or complex mixed use development projects.
- Experienced in delivering successful commercial outcomes for regeneration and development projects from negotiations with developers, public bodies, consultants and contractors.
- Comprehensive practical understanding of project management principles and risk analysis skills
- Experienced in the development, leadership and management of complex mixed-use regeneration and development projects with complex legal structures from land acquisition to completion and handover.
- Experience of high-level stakeholder management
- Experience of inclusive engagement with residents.
- Familiar with HCA and/or GLA funding and other requirements.
- Experienced in managing, leading and motivating multi-disciplinary

Desirable

<p>teams of external consultants and contractors.</p> <ul style="list-style-type: none"> Experienced in presenting to internal and external committees and preparing high quality written information for a range of stakeholders. Experience of effective and successful negotiations. 	
Skills	
Essential	Desirable
<ul style="list-style-type: none"> Strong communication, interpersonal and negotiation skills Effective IT skills including intermediate MS Office skills High literacy, numeracy and verbal skills Ability to generate creative solutions to complex problems and new ideas in a Regeneration/development environment. Ability to lead teams. Excellent communication skills, with experience of presenting to a variety of audiences up to board level. Good level of competence on Pamwin or equivalent development management tool. 	
Qualifications and/or professional membership	
Essential	Desirable
	<ul style="list-style-type: none"> Relevant project management qualification or equivalent

NHG Expectations

NHG expectations framework outlines what we expect from our staff at the five different expectation levels we have across the organisation.

This role is an Operations Manager expectation level and therefore you should refer to the Operations Manager expectation profile in addition to this role profile.

The full NHG expectations framework is available on our external job site page and intranet, Milo.

You'll be assessed on the knowledge, experience, skills, and expectations criteria at various stages throughout the selection process.