



Job Description

Job Title:	Senior Technical Manager – Housing Property and Regeneration - Grants
Directorate/Team:	Housing, Property and Regeneration
Location:	16 Summer Lane, Birmingham
Responsible to:	Head of Delivery – Housing Property and Regeneration
Responsible for:	None
Key working relationships: (internal)	WMCA functional teams including Programme Assurance, Finance, Legal, Approval Boards
Key working relationships: (external)	Local authorities and respective senior leadership teams including CEX & Economic Directors and stakeholder forums including but not limited to Interim Steering Group (ISG), private sector investors/developers, property professionals and Registered Providers.

Purpose of the Post

The role exists to strengthen the delivery of housing-led development across the West Midlands by providing rigorous technical and commercial appraisal of schemes before they enter the WMCA's formal grant-funded programme. It focuses on assessing Local Authorities' Pre-Programme Pipeline, which spans the Concept, Feasibility and Development stages, with the latter acting as the gateway into devolved funding.

With significant competition for investment, the post ensures that only the schemes with the strongest strategic fit, realistic viability and credible delivery prospects progress into the WMCA delivery pipeline. This includes evaluating the likely gap-funding requirement, understanding the scale and cost of feasibility work, and forming a professional judgement on whether a scheme can be commercially delivered with an appropriate level of public intervention.

Acting as a senior adviser to both internal teams and external partners, the postholder plays a key role in directing public funds towards projects that offer the best value for money and the highest likelihood of timely delivery. Success relies on the ability to think like a developer, continually reassessing viability as new information emerges, shaping realistic delivery timelines, and managing feasibility budgets so that studies are commissioned only when necessary and at the right level of detail. Through this disciplined approach, the role helps ensure that the WMCA's development pipeline is both robust and investable, supporting the region's wider ambitions for housing growth and regeneration.

Accountabilities

- Supporting the time and cost-effective transition of schemes through the Pre Programme Pipeline process, and into the workflow of the WMCA's Delivery team.
- Ensuring the robust appraisal of schemes and active oversight of respective opportunities through the pipeline.
- Dealing with complex development matters and/or grant structuring considerations to ensure the proposed solution addresses the problem commercially and with minimal risk.
- Working closely with LAs to achieve best value for the public purse.
- Advise the ISG on key projects whilst acting in a timely matter, to support the board's decision making.
- Playing the role of key conduit between LAs and other public institutions, including the WMCA and Homes England.
- Proactive intervention on projects, especially those which are not compatible with WMCA funding to either support improved applications or rejection from the pipeline.
- Ensuring that risks are effectively understood, managed and reported.

- Working closely with internal stakeholders e.g. Finance, Legal, Director of Commercial & Investment, Head of Delivery and Programme Manager.
- Delivering own objectives and supporting the region in the delivery of key schemes.

Responsibilities

Strategic

- Supporting the progression of regional schemes through the Pre Programme Pipeline in a time and cost-efficient manner to increase housing supply.
- Working as a regional 'enabler'; a key point of contact for stakeholders, principally LAs and visiting their respective sites.
- Primary liaison for the ISG in respect of regional pipeline projects.
- Present projects to the ISG forum in a professional manner, drawing upon clear analysis of key items including costs, values, developer interest and general funding interest to ensure the region allocates funding to the right projects.
- Noting changes in the market, bringing their commercial acumen to bear, and revising their advice to the forum on schemes as appropriate.
- Commission (where appropriate) external consultancy support to inform project analysis.
- Raising and enhancing the reputation of WMCA with partners, stakeholders and within the wider marketplace.
- Ensuring risk is understood and well managed.
- Supporting the corporate aims and objectives of the WMCA business plan.
- Work flexibly and with integrity to meet the needs of the WMCA and the Housing, Property and Regeneration function.

People

- Encourage and enable collaborative and multi-agency working, in partnership with government departments and delivery bodies to ensure opportunities are exploited strong collaborative relationships with strategic partners and key internal and external stakeholders.
- All analysis will need to be critically reviewed by Homes England in advance of ISG meetings, and so the role will require a degree of co-working to support this workstream.
- Engage with multiple stakeholders, providing advice and technical insight to support decision making at the key Pre Programme stages, presenting regularly at ISS meetings.
- Provide wider support (time dependent) for colleagues within the HPR delivery team; including advice on technical development matters, feasibility and grant structuring considerations.
- Deploying their subject matter expertise more widely across the HPR directorate, to support colleagues.
- Working with varying levels of seniority internally and with stakeholders from CEX down.
- Managing a team of external professionals where assembled to deliver feasibility work.

Operational

- Driving own activity, in order to support the progression (or not for non-compatible projects) through the Pre Programme Pipeline.
- Provide appropriate advice as to how respective schemes could be varied to make them more affordable, such as phasing, change in height, tenure mix, layout (noting the advantages and disadvantages of variations).Facilitate the prompt progress of projects through the various Pre Pipeline Programme stages, by ensuring timescales and milestones are being met by all key stakeholders.
- Ensuring robust due diligence, risk appraisal, design and wider commercial appraisal and assessments on all schemes.
- Supporting effective Health and Safety management, including adherence to the relevant and current legislation and providing visibility to senior management of any issues of note.

Financial

- Working collaboratively with the HPR – Strategy & Analysis team to ensure that RDEL funding is spent to greatest effect.
- Ensuring robust management audit and risk controls are met.

- Understanding and appraising on the financial risks associated with regional development projects and how any grant solution will interface with these to address market failure in a commercial, cost efficient and risk aware manner.
- Opining on the suitable quantum of grant funding in relation to regional schemes, taking into account key factors including profit levels and project risk profiles.
- Controlling project budgets and obtaining best value for money.
- Ensure Value for Money and follow the appropriate governance processes for dealing with any financial activities.

Other

- Represent the WMCA in a professional manner.
- Undertaking such tasks as may reasonably be expected commensurate with the scope and level of the role.

Person Specification

Candidates/post holders will be expected to demonstrate the following:	Essential / Desirable		How Evidenced?		
	E	D	A	I	T
Experience	E	D	A	I	T
Specific experience working within residential and commercial real estate markets	X		X		
Extensive detailed experience in origination, appraisal and delivery of complex real estate funding interventions (e.g.: Loans, Equity or Grants)	X		X		
Experience in creating business cases to support projects	X		X		
Experience working within a Financial Institution, a Government Agency or a similar complex organisation		X	X		
Demonstrate commercial acumen in understanding the estimated profit/loss that is likely from a particular residential development scheme at various stages of its planning.	X				
Skills / Knowledge	E	D	A	I	T
Excellent communication, presentation, negotiation and influencing skills	X		X	X	
Strong Business Development skills		X	X	X	
Subject Matter Expert with regard to Real Estate interventions	X			X	
A wide understanding and appreciation of risk and a structured approach to ensure that risk is properly understood and managed effectively	X			X	
Able to deliver results through collaboration with multiple stakeholders with differing priorities	X			X	
Able to deliver at pace to achieve required outcomes against challenging timeframes	X			X	
A strong desire to deliver interventions that will positively change people's lives in the region	X			X	
Knowledge of how government funding streams work		X		X	
Understanding of the elements that make up a development appraisal, including the variables and risks and variables.	X			X	
Able to complete a development appraisal to at least a basic level	X				
Basic understanding of the key drivers in assessing the appropriate level of grant and developer return including, types and availability of funding packages, risk vs reward, time, and developer return on equity.	X			X	
Basic understanding of discounted market housing e.g. social and affordable	X			X	
Understanding of the different development stages and requirements of both apartments and houses	X				
Qualification / Education / Training	E	D	A	I	T
Degree in a relevant subject and substantial professional experience in a similar post whether gained through a real estate or financial institution or both	X		X	X	

Professional membership of RICS or relevant experience in either the Real Estate funding sector or with a Residential Developer.	X		X	X	
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Key: A = Application, I = Interview, T = Testing/Assessment

Core Expectations

Health, Safety & Wellbeing	All employees have a duty to take reasonable care for the health, safety, and wellbeing of themselves and of other persons who may be affected by their acts or omissions at work; and co-operate with their employer so far as is necessary to enable it to successfully discharge its own responsibilities in relation to health, safety, and wellbeing.
Equality & Diversity	Promote and champion equality and diversity in all aspects of the role.
Learning & Development	Participate in and take responsibility of any learning and development required to carry out this role effectively.
Performance Management	Actively engage in the performance management process and take responsibility for managing performance outcomes.
GDPR	Ensure the reasonable and proportionate protection, processing, sharing, and storing of WMCA information in accordance with the relevant legislation, corporate policies, and in the best interests of the data subjects (Data Protection/GDPR), the WMCA, our partners, and the West Midlands, in all aspects of the role.
Matrix Working	Work in a matrix way when required by actively collaborating across traditional boundaries—such as directorates, functions, or geographic areas—to achieve shared goals. Depending on your role, you may contribute to multiple projects or workstreams, often working alongside different teams and leaders.
Business Continuity	All staff should actively participate in business continuity training and exercises when required, ensuring they understand and follow business continuity plans and procedures to maintain organisational resilience during disruptions.
Adherence to Policies	Be aware of and comply with all organisation policies.
Other	There may be a requirement to work outside normal office hours on occasion, including a requirement to work within stakeholder and partner offices within the WMCA constituent area.

Values

Our culture is underpinned by what we do and how we do it. Our behaviours outline the ways we need to work to deliver success, become truly inclusive, and make the organisation somewhere where everyone can give their best contribution.

Value	Competency	Behaviour
Collaborative	Team Focussed	Works as part of team, managing and leading.
	Service Driven	Customer, resident, and partner focussed.
Driven	Empowered & Accountable	Takes ownership and leads when needed.
	Performance Focused	Ambitious and going the extra mile.
Inclusive	'One Organisation' Mindset	Believe in each other's expertise.
	Open & Honest	We do what we say we are going to do.
Innovative	Forward Thinking	Embrace change and open to new possibilities.
	Problem Solving	Go for clear and simple whenever possible.

Additional Post Requirements

Politically Restricted Post		Disclosure and Barring Service (DBS)				Vetting	
Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Basic <input type="checkbox"/>	Standard <input type="checkbox"/>	Enhanced <input type="checkbox"/>	None <input checked="" type="checkbox"/>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>

Job Evaluation Details

Date Evaluation Agreed	JEP Reference	Grade	Job Family
19/3/26	JEP742	SM3	