

Job Description

Job Title:	Development Manager
Directorate/Team:	HPR (Development and Delivery)
Location:	16 Summer Lane or other site/location
Responsible to:	Head of Delivery
Responsible for:	n/a
Key working relationships: (internal)	HPR Directorate & other key stakeholders including enabling services.
Key working relationships: (external)	Local authorities and other public bodies, private sector partners and real estate consultants.

Purpose of the Post

This specialist real estate role will lead on the development and delivery of effective acquisition, investment, and disposal strategies for sites across the West Midlands region – requiring huge tenacity and drive to make things happen where for decades development may have been stalled or unviable.

Working across the Housing and Regeneration Team and in close collaboration with the wider Combined Authority including dealing directly with the Mayor of the West Midlands, senior council leaders and other senior public and private sector partners; excellent stakeholder engagement is crucial, as is technical due diligence to mitigate and minimise risk where possible.

Supporting some of the largest housing and regeneration projects in the country, this role plays an integral part in making business cases for, and providing expert advice and assurance on, millions of pounds of devolved housing and land funds; taking complex technical projects from start to finish against a backdrop of a uniquely challenging and political environment.

Accountabilities

- Lead the development and delivery of acquisition, investment, and disposal strategies to unlock stalled or complex sites across the West Midlands.
- Build and maintain strong relationships with senior stakeholders, including the Mayor, council leaders, and private partners.
- Conduct technical due diligence to identify and manage project risks.
- Provide expert advice and assurance on housing and land fund investments, ensuring robust and financially sound business cases.
- Manage complex housing and regeneration projects from start to finish within a challenging political environment.

Responsibilities

Strategic

- Provide expert advice to identify opportunity sites for acquisition or investment by WMCA where delivery can be expedited.
- Prepare de-risking strategies & commissioning external consultants as needed.
- Identify opportunities to leverage funding and broker private sector investment.
- Ensure acquisitions and disposals align with relevant frameworks, funding opportunities, and the Corporate Plan.

<ul style="list-style-type: none"> • Ensure WMCA's and partners' commercial interests are protected in strategic development partnerships and joint ventures. • Devise creative disposal strategies that promote rapid site development. • Represent WMCA to advocate for housing supply growth, quality improvement, and inclusive growth. • Promote the team's work across WMCA to expand professional networks and influence. • Produce accurate reports, business plans, and briefings summarising financial and development issues, providing clear recommendations for senior leadership including the Mayor.
People
<ul style="list-style-type: none"> • Work closely with Local Authorities, LEPs, developers, investors, and agents as a single point of contact to build strong delivery partnerships. • Lead procurement and proactive management of consultant teams, including legal, technical, and planning advisors. • Represent WMCA in steering groups, project boards, and internal boards. • Promote the team's profile and expand networks within WMCA and externally.
Operational
<ul style="list-style-type: none"> • Leading on technical due diligence, including instructing valuations and development appraisals and preparing reports to WMCA Investment Board where WMCA acquisition or investment is sought • Preparing de-risking strategies commissioning external consultancy advice as appropriate • Manage competitive developer procurement exercises based on agreed disposal strategies. • Negotiate purchase terms with landowners and agents. • Manage risk through reporting and mitigation to safeguard public funds.
Financial
<ul style="list-style-type: none"> • Ensure public money is safeguarded through robust investment appraisal and risk management.
Other

Person Specification					
Candidates/post holders will be expected to demonstrate the following:	Essential / Desirable		How Evidenced?		
Experience	E	D	A*	I*	T*
A background in real estate, from development through to delivery	X		X		
Experience of identifying and appraising sites with development potential	X		X		
Experience in creating business cases to support projects, including funding, risk management and delivery strategy for land acquisition, disposal and grant investment	X		X		
Experience of negotiation of transactions, which may include acquisition and disposal of land for development or joint ventures with developers, landowners and public sector bodies	X		X		
Extensive experience and exceptional skills in complex land and development project management, delivering on time and to budget	X		X	X	
Experience of promoting development opportunities, working with development partners and entering into development agreements and joint venture agreements for scheme delivery	X		X	X	

Skills / Knowledge	E	D	A*	I*	T*
Ability to problem solve and deliver projects with challenging conditions including contamination, access, new infrastructure, sustainability, viability and similar technical issues	X		X	X	
Able to work with and deliver results through collaboration with multiple stakeholders and meeting expectations of multiple organisations with differing priorities	X			X	
Experience of leading/working within a multi-disciplinary professional team e.g. co-ordinating and managing the work of external consultants	X		X	X	
Qualification / Education / Training	E	D	A*	I*	T*
Educated to Degree level or equivalent in a subject relevant to the role		X	X		
Appropriate professional membership, or working towards, such as RICS		X	X		

***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.
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 on a regular basis.

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

Job Evaluation Details			
Date Evaluation Agreed	JEP Reference	Grade	Job Family