



Job Description

Job Title:	Development Manager (Acquisitions & Disposals)
Directorate/Team:	Commercial, Investment & Housing
Location:	16 Summer Lane or other site/location
Responsible to:	Senior Property & Development Manager
Responsible for:	None
Key working relationships: (internal)	<ul style="list-style-type: none">• Housing & Regeneration Team• WMCA Leadership (including Mayor and senior officers)• Investment Board and internal project board• Client directorates• Finance, legal and other corporate services
Key working relationships: (external)	<ul style="list-style-type: none">• Local Authorities and other public sector partners• Developers, investors and landowners• Agents and professional advisors• Regional stakeholders and delivery partners, including Homes England

Purpose of the Post

Supporting some of the largest transport, 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 funding; taking complex technical projects from start to finish against a backdrop of a uniquely challenging and political environment.

As part of team of surveyors, you will be responsible for the management of a case load which will include disposal & acquisition of land and properties in line with the RICS standards and the Authority's constitution. You will deliver professional property advice on land and property issues including compliance, valuations, property due diligence, compulsory purchase and compensation, investment vehicles and purchase and sale, while operating in a complex multi-stakeholder and political environment.

You will implement the strategies across a portfolio of properties which may include a number of disposal, investment and acquisition strategies. The portfolio will vary in size will include a number of complex cases which will require the post holder expertise to develop strategies and solution.

Accountabilities

- Identification, appraisal and acquisition/disposal of development sites for development schemes across housing, regeneration and transport, including CPO where appropriate
- Development of business cases and investment proposals
- Stakeholder engagement across public and private sectors
- Ensuring alignment to WMCA strategies and funding frameworks
- Technical due diligence to mitigate and minimise risk where possible
- Delivery of an exemplar acquisition and disposal service within the context of Corporate Landlord

Responsibilities

Strategic

- Providing expert advice to identify opportunity sites for acquisition or investment by WMCA where delivery can be expedited
- Working closely with Local Authorities, and other public sector bodies, and private sector partners including developers, investors and agents to be a single point of contact for all acquisitions and disposals – including representation at steering groups, project boards and internal WMCA boards as appropriate –adopting a collegiate approach to site enabling, and building strong and purposeful delivery partnerships
- Identify development opportunities and shape acquisition/investment strategies
- Align projects with WMCA Corporate Plan, the Corporate Land and Property Strategy and funding frameworks
- Promote development opportunities and support inclusive growth

People

- Work collaboratively across multidisciplinary teams 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
- Build strong partnerships with stakeholders, client teams, and delivery partners
- Manage external consultants and advisors, including commissioning of consultants and advisors
- Influence senior stakeholders and decision-makers

Operational

- Lead technical due diligence (valuations, appraisals, site investigations)
- Prepare reports to WMCA Investment Board where WMCA acquisition or investment is sought
- Manage site acquisition and disposal processes, including negotiating terms for the purchase of identified sites with landowners and agents
- Develop de-risking strategies (planning, infrastructure, demolition) aimed at making sites development-ready for developers
- Coordinate procurement of developers and consultants
- Prepare accurate, concise reports and business cases for governance boards
- Represent WMCA at boards, steering groups and project meetings

Financial

- Develop and assess business cases for investment
- Manage risk and ensure value for money in transactions
- Support allocation and assurance of devolved housing and land funds
- Identify opportunities to utilise appropriate funding to lever in and broker private sector investment

Other

- Promote WMCA's role in housing delivery and inclusive growth
- Maintain networks of key influencers and partners
- Operate effectively within a complex political environment
- Safeguard public funds through robust governance and reporting

Person Specification

Candidates/post holders will be expected to demonstrate the following:	Essential / Desirable		How Evidenced?		
	E	D	A*	I*	T*
Experience					
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					
Skills / Knowledge					
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	
Strong report writing and communication skills	X		X	X	
Commercial awareness and negotiation skills	X		X	X	
Qualification / Education / Training					
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.
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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 checked="" type="checkbox"/>	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
		42 to 46	