



ROLE PROFILE

Job Title: Director, Technical Development, Italy Location: Milan/ Italy

Reports to: Head of Italy Division/Dept: Property - Continental Europe/ Italy & Spain

Summary of the Role's Main Purpose

To provide leadership to the Technical Development team, through actively driving business growth, and leading the team in support of achievement of objectives and performance targets.
 To ensure the teams have appropriate skills and capabilities to deliver business requirements, are well led and motivated with a high degree of employee engagement and support to grow.
 To seek and find ways to continuously improve performance through identifying new opportunities, active portfolio management, and development of the customer base.

Principle Accountabilities

Business Management:

- Develop and lead the business plan for Technical Development, in line with SEGRO strategy and corporate ESG objectives, in line with market needs and growth sectors.
- Lead or participate in business projects or corporate initiatives, as required.
- Build up and maintain relationships with our main General contractors who work for us to harmonise standards, pricing and contract.
- Ensure that effective project management reporting procedures are in place and that SEGRO's buildings are built and delivered to industry standards, regulations and ensuring best practices are followed.
- Review project management processes to create consistency across Italy on all SEGRO Projects.
- Assist and support the Group Sustainability Team in researching and implementing sustainable design and construction measures to add value to SEGRO's buildings.
- Assist and support the Group Health & Safety Team and liaise with the CE representatives to ensure that Construction Group Health & Safety policies are adhered to and implemented on sites
- Lead or participate to any SEGRO Technical Groups, if required.
- Ensure all the projects comply with SEGRO's policies.
- Provide technical support to other departments during acquisition and disposal activities.
- Support the Asset Management team to define the annual budget for the management of the buildings.
- Manage and monitor the annual budgets of the Italian Portfolio through the property management team.
- Support the Asset Management team in managing the investment and divestment transactions and lead the technical due diligence.
- Lead all technical activities related to the portfolio, including organize and manage the extraordinary maintenance, evaluate and assessed all requests of variations and capex improvements of the assets.
- Supervise daily and extraordinary operations of the building trough the property management team.
- Lead the check of the status of assets and tenants' obligations related to ordinary maintenance and regulations obligations (ie Fit for use, Fire Brigade and H&S authorization).



Customer/Stakeholder Management:

- Manage relationships with existing partners, customers, joint venture partners and other external stakeholders.
- Identify and develop key strategic relationships from a technical point of view to support business objectives (e.g., with major current customers, target customers, the owners of identified target acquisitions, local authorities, and other stakeholders).
- Raise the profile of the SEGRO business in Italy in the respective local markets.
- Work collaboratively with other SEGRO leaders and functions in support of business needs.

Team Management:

- Provide strong leadership to the multidisciplinary local teams, to support achievement of business plan and team objectives, and maximising TPR, RRG and PBIT.
- Coach and develop colleagues to build skills and capabilities and support high performing and engaged teams.
- Be an ambassador of SEGRO values and New Ways of Working. Promote actively SEGRO Culture and the integration of the team in SEGRO.

Technical Development Leadership:

- Lead the technical team (delivery of projects in time and at budget).
- Lead the technical matters of the company.
- Head H&S, Sustainability, Procurement, BIM teams.

Core Areas of Knowledge, Skills & Experience**Essential**

- Strategic real estate professional with development expertise, across land and asset acquisitions, with successful track record in sourcing, assessing, negotiating, and realising value through land development and strategic asset management.
- Capacity to source, structure and negotiate contracts, understanding the dynamics of the Italian landscape.
- Strong leadership skills, with the ability to lead diverse teams across different activities and professional disciplines.
- Excellent verbal and written presentation skills in both English and Italian.
- Excellent customer and stakeholder networks and ability to grow and maintain key relationships in support of business objectives.
- Excellent negotiation skills and commercial judgement.
- Excellent Management experience and skill.

Special Job Requirements

- Ability to attend networking events, industry dinners and functions outside of core hours when required.

Date of completion: September 2024

At SEGRO we want all of our people to be able to reach their full potential and thrive and we are committed to creating an inclusive environment for all employees, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.