

ROLE PROFILE

Job Title: Associate Director, Light Industrial Technical Development, UK	Location: Slough
Reports to: Director, Light Industrial, Technical Development, UK	Department: Technical Development, UK

Summary of the Role's Main Purpose

The Technical Development Team provides construction and technical expertise for activities, ensuring that SEGRO's projects—both speculative and pre-let—are concluded on time, on budget, and to the correct quality and specification.

This role covers all elements of Pre-Construction and Construction activities. It will involve supporting legal aspects of development, costing, procurement, and coordination with third parties such as architects and contractors, proactively managing risks and solving problems at every stage of the process.

This role will require a strong focus on Data Centre Builds (Powered Shells), Light Industrial and small to medium-sized logistics buildings.

Principal Accountabilities

Project Leadership & Coordination

- Leading the project management of internal and external teams to deliver new, high-quality, serviced land plots on time, to specification, and within budget for all projects.
- Updating Development Management (DM) colleagues on key project milestones.
- Setting up and managing the change order procedure, ensuring tenant/landlord variation orders are documented and communicated to design and construction teams, and ensuring there is an audit trail for all specification changes.
- Identifying, and finding mitigations that protect the business from risks such as cost uncertainties, project delays, and unforeseen problems.
- Proactively finding creative solutions to problems.
- Supporting the Development Manager to ensure the scheme design meets SEGRO's sustainability objectives and the market's needs.
- Providing technical advice to the DM team throughout the initial feasibility and planning stages.

Selection & Management of Third Parties

- Selecting and appointing external design teams.
- Preparing scope documents for the tender process.

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- Supporting the DM with selection of the right team for the project; interview and negotiate with preferred design and build contractors and present recommendations to the Director, of Technical Development for sign-off.
 - Identifying new and/or appropriate construction techniques to give projects a competitive edge, and challenge third parties accordingly.
 - Managing and motivating a team of consultants and contractors through the project with fine attention to detail - ensuring the brief is maintained and all KPI's are delivered.
 - Communicating regularly with the project team to check progress, answer queries and resolve problems.
 - Coordinating the collection of post-project feedback from the immediate team, and share 'lessons learned' with the wider internal team.

Customer Liaison

- Building long-term relationships with customers to ensure SEGRO is seen as the developer of choice for future schemes.
- Advise and support customers' decisions on specifications.
- Act as the first point of contact for technical queries.

Team Working

- Collaborating with the DM team in the preparation of project briefs.
- Identifying and prioritising project objectives for the Development team.
- Collaborating with the DM team on viability cost projections for projects.
- Collaborating with the DM team in the preparation of project appraisals and Board papers.
- Preparing comprehensive outline project programmes for inclusion in appraisals and Board papers.

Core Areas of Knowledge, Skills & Experience

Essential

- Extensive knowledge and experience of:
 - Project management, project design, specification and building construction techniques.
 - Experience of Data Centre Construction / Powered Shell.
 - Delivery of projects from inception through to occupation.
 - Design & build contracts and procurement methods.
 - Management and motivation of third parties.
 - Construction Design Management (CDM) regulations and H&S responsibilities for employers, designers and contractors.
- Experience of sites requiring remediation.
- Relevant degree or construction-related professional qualification.
- Excellent written, verbal and interpersonal communication skills.
- Ability to think creatively, overcome obstacles and solve problems.
- Effective negotiation skills.
- Patience and resilience under pressure.
- Proficiency with MS Excel.

Desirable

- RICS / Institute of Project Management qualification.
 - Experience with cost reporting processes.
 - Familiarity with development appraisal processes.
 - Familiarity with legal considerations of design appointments, construction contracts and Agreements to Lease.
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- Experience with MS Project software.

Special Job Requirements

- Full driving license.
- Willingness and ability to visit project sites as required.

Date of completion: Oct 2024
