

ROLE PROFILE

Job Title: Associate Director, Development, Western Corridor	Location: Slough, UK
Reports to: Associate Director, Development, Western Corridor	Division/Dept: Western Corridor

Summary of the Role's Main Purpose

To confidently manage speculative and pre-let developments through all stages of the development process on a self-sufficient basis, in line with the agreed development strategy and business plan.

Principal Accountabilities

- **Development Pipeline:** Assist in the creation and ongoing management of the overarching planning and development strategy for the Western Corridor. Actively contribute to development pipeline planning and the associated site assembly strategy within the existing portfolio in conjunction with the Asset Management team.
 - **Development Opportunities:** Maximise opportunities and proactively manage development risk within the portfolio through creative thinking and strong commercial awareness. Manage and co-ordinate the overall development process through all stages of the development lifecycle with a combination of internal colleagues and external project teams. Actively seek and/or respond to market interest and prepare pre-let proposals. Effectively negotiate Agreements For Lease in conjunction with the Leasing team.
 - **Acquisitions:** Identify land acquisition opportunities through market and occupier contacts that complement the existing development programme and enhance portfolio returns. Assess potential development acquisitions which meet internal acquisition criteria. Establish project risks and returns, obtain internal approvals and manage acquisition process with or without the Investment Team.
 - **Modelling:** Prepare appraisals and cash flows to demonstrate project viability against target metrics & prepare Board Papers to secure internal capital approvals for proposed developments (speculative and pre-let).
 - **Planning:** Secure optimum planning approvals, either by direct negotiations with planning authorities or via planning consultants.
 - **Reporting:** Regularly report on project progress, scheme viability and capital expenditure forecasts on current and planned schemes. Proactively liaise with the Asset Management team to inform refurbishment vs redevelopment decisions and contribute to solutions for problem assets. Assist in the six-monthly valuation process providing all relevant documentation for ongoing development projects.
 - **Policies:** Embrace and implement best practice sustainability initiatives in line with corporate sustainability and carbon reduction targets. Implement group policies as they apply to development including Health and Safety, Environmental and Sustainability.
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Measures of Success

- Implementation of development or redevelopment strategy.
 - Completion of development projects in accordance with assumptions in approved Board Papers.
 - Sourcing of profitable new business and expanding the customer base.
 - Development Outturns: Measured by development yield, profit on cost and IRR.
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Resources available to the Jobholder

- Group H&S and Environmental support.
 - Internal or external Project Managers.
 - External design, construction, and professional team.
 - Internal Asset Management, Leasing and Property Management support.
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Core Areas of Knowledge, Skills & Experience

Essential

- Experience of commercial property development from inception to completion.
- Deep understanding of commercial property and drivers of value.
- A team player but able to manage the development process (including pre-lets) with autonomy.
- Expertise in planning process and securing consents.
- Knowledge of relevant legal and environmental policies.
- Competence in Argus Developer appraisal software.
- Strong negotiation and interpersonal skills and ability to build relationships.
- Proven report writing and presentation skills.

Desirable

- Knowledge of the Data Centre sector
 - Knowledge of Sustainability initiatives and experience of implementation
 - Technical awareness of construction procurement and construction phase of development
 - Member of RICS
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Special Job Requirements:

- Full driving licence
- Willingness to attend industry functions and social events outside of normal working hours

Date of completion: Aug 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.