

# ROLE PROFILE

**Job Title:** Director, Development, National Markets      **Location:** Rugby (moving to Coventry)  
**Reports to:** Head of National Markets      **Division/Dept:** Development / National Markets

## Summary of the Role's Main Purpose

- To source and generate new industrial & logistics pre-let business with a diverse range of customers
- To bring a forward-thinking creative approach to the generation and delivery of new development land buying opportunities
- To be able to take ownership and lead the development life cycle and coordinate the delivery of the development strategy and capital expenditure programme in line with the agreed Business Plan
- To provide outstanding leadership to the wider team, nurturing and motivating talent and acting as a mentor and coach
- To confidently lead and coordinate an extended team of external agents, consultants, and legal advisors

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## Principal Accountabilities

### Sourcing opportunities

- Adopt a dynamic “market maker” approach to the delivery and sourcing of new development land buying opportunities, both on and off the market, to include long term draw down arrangements, strategic land promotions, change of use, land options and JV's through to straight unconditional acquisitions
- Work side by side with colleagues including Investment, Technical Development (Construction Project Management) and Infrastructure to prepare compelling business cases in support of opportunities
- To 'own' transactions and ensure that deals are successfully concluded in line with development guidelines
- To work alongside the National Markets team to ensure that development on new land and existing assets is appropriate to maximise our Total Property Return (TPR)

### Development delivery

- Take full ownership and responsibility of complex multi-faceted development projects, through the life cycle from securing and implementing planning consents, design and delivery of infrastructure securing pre-lets and delivery of income producing buildings for customers, working closely throughout with the Infrastructure and Technical Development teams and local stakeholders
- Ensure, working closely with the Asset management team, that development sites are delivered in a way that is consistent with Responsible SEGRO ensuring that our development sites are sustainable and that there is strong engagement with occupiers and the community

### Networking

- Maintain and build excellent market-facing contacts with the agency, development, customer and stakeholder networks
  - Work side by side with our Partnerships Development team to promote SEGRO within the wider
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network (local authorities and leveraging our plans with an eye on key government initiatives)

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### **Resources available to the Jobholder**

- Shared secretarial and administrative support
  - Group H&S, sustainability, marketing support and procurement support
  - Internal Investment colleagues within the UK team
  - Internal Asset Management, Technical Development and Infrastructure colleagues within the National Markets team
  - External professional teams
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### **Level of Decision-making Authority**

- To approve capital expenditure of up to £250,000
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### **Core Areas of Knowledge, Skills & Experience**

#### **Essential**

- Experience of the development cycle from site identification to securing pre-let lease completion within the UK industrial & logistics markets
  - Entrepreneurial and deal focussed mindset
  - Proven track record within the UK logistics development market including having negotiated, closed out and managed the delivery of complex pre-let transactions
  - Self-starter with an ability to network, influence and win business within the UK logistics market
  - Experience of leading successful internal and external project teams
  - Strong interpersonal skills to build relationships internally and with new and existing stakeholders and customers
  - A deep understanding of commercial property and drivers of value
  - Technical awareness of construction, planning, transport, H&S and environmental constraints
  - Experience in master planning major development sites
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### **Special Job Requirements:**

- Hold a full driving licence.
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**Date of Completion:** April 2024

**Reviewed:** April 2024