



# HEAD OF STRATEGIC LAND



## ABOUT THE ROLE

Reporting to the Managing Director, the Head of Strategic Land will manage all aspects of the strategic land function to ensure new opportunities are secured and existing sites are successfully promoted and delivered in line with divisional targets.

Responsible for: N/A

Responsible to: Managing Director

## KEY RESPONSIBILITIES

### 1. Management of the Business

- In accordance with corporate responsibility for the business, work effectively as part of the senior management team and take a “whole company” perspective to managing issues.
- The post holder has corporate governance responsibilities which extend across all business areas and which require the post holder to actively promote best practice throughout the company.
- The post holder, with fellow Divisional Directors has overall business responsibility for the management of the division; including the general running of the division, setting budgets, minimising risks, maximising opportunities, achieving the division’s targets; and seeking to positively influence the progression and growth of the division.
- Responsible for effectively managing the division’s Land function to ensure best practices are followed, costs are controlled, the Department maximises revenue generation and contribution to the division’s operating profit and increases the value added to the division.

### 2. Land Identification

- Maintain a high profile with external property contacts by establishing and maintaining effective working relationships with local authorities, local agents, landowners and other developers within the Divisional geographical area, in pursuit of opportunities for the company.

- Identify new development opportunities through a range of methods such as examination of statutory development plans, housing land audits, potential change of use, liaising with agents and utilising an extensive contact base.
- Monitor the strategic land portfolio having regard to national and local planning policy to identify where opportunities/risks exist
- Work closely with the Director/Head of Land in to ensure that land is identified which is complementary to the other assets within the divisional land portfolio.

### **3. Land Appraisal**

- With ultimate responsibility for site appraisals, ensure that acquisition proposals are presented, in an objective and professional manner, with required input from other departments and in line with Group procedures for approval.
- In liaison with the Technical Department, responsible for appointment of external professionals and consultants in relation to site appraisal and promotion.

### **4. Land Acquisition**

- Responsible for all strategic land purchase activity and for maintaining the Division's strategic land schedule.
- Ensure that land procurement is compliant with annual budgets and forecasts and that the Division's and Group's requirements for strategic land acquisition are fully complied with.
- Contribute to the Annual Strategy Plan and, in consultation with the Managing Director and other divisional directors, devise and implement appropriate land acquisition strategies within the division.
- Negotiate terms and secure sites, including initial due diligence, formulating offers, managing the legal process and obtaining the necessary internal approvals in a timely and robust manner
- Oversee the promotion of the strategic land bank, appointing and managing external consultants (where required), and liaising with other internal functions including technical and sales.

### **5. Staff**

- Ensure the right calibre of staff are recruited, and in accordance with company policy and procedures.
- Lead, motivate, communicate with, develop, appraise and performance manage staff to ensure they are fully motivated to achieve best performance to meet the company's needs.
- Ensure the department operates in accordance with Company policies and procedures.
- Comply with responsibilities as laid down in the Group's Health & Safety Policy in order to ensure a safe environment within the department.

### **6. Meetings**

- Prepare papers for inclusion within divisional Board Pack; update the divisional Board and Management team on potential and existing land acquisitions.

- Attend Management meetings and Land / Planning meetings and keep the management team fully informed of issues and progress.

## THE PERSON

What kind of person are we looking for?

- Proven track record in negotiating
- Outgoing and confident
- Strong stakeholder management skills with the ability to influence at all levels
- Ability to produce reporting information & analysis of information
- Ability to work under pressure and against tight timelines
- Ability to work individually and within a team
- A problem solver with a pragmatic approach
- A strong need to understand the detail
- A key focus on 'place-making'
- An excellent understanding of the planning system and planning policy at both local and national levels
- A proven track record in successfully promoting land through the planning system
- An agile approach to working and demonstrable examples that you are comfortable working in changing situations with fast pace.
- Resilience, tenacity and personal gravitas
- Sound geographical knowledge of the area
- An extensive contact base

These are illustrative duties and the job holder will be expected to become involved in a range of work to enable the department to respond effectively to the requirements of the Company.