



LAND DIRECTOR



ABOUT THE ROLE

Lead the Land team within a regional division of Redrow; taking responsibility for all land purchase activity by contributing to and overseeing the acquisition of quality development locations across the region in order to meet divisional land targets and ensure that maximum contribution is achieved from all land purchases.

Responsible for: All Land team members.

Responsible to: Divisional Managing Director

KEY RESPONSIBILITIES

1. MANAGEMENT

- 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.
- Take corporate governance responsibilities which extend across all business areas and which require the post holder to actively promote best practice throughout the company.
- Alongside fellow divisional directors, take 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.
- Effectively manage the division's Land function to ensure best practices are followed, costs are controlled, revenue generation is maximised and contributes to the division's operating profit.

2. LAND IDENTIFICATION

- Maintain a high profile with external property contacts by establishing and maintaining effective working relationships with local authorities, local agents, land owners and other developers within the Divisional geographical area, in pursuit of opportunities for the company.
- Act as a conduit between the Land team and other internal departments, other Redrow divisions and Redrow group services, to ensure opportunities are optimised and effective working relationships are developed to assist in the land acquisition process.

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 by the Group Managing Director / Chairman as appropriate.
- In liaison with the Technical team, take responsibility for the appointment of external professionals and consultants in relation to site appraisal and, if required, project manage certain opportunities.

4. LAND ACQUISITION

- Take responsibility for all land purchase activity within the division and maintain the division's land schedule.
- Ensure that land procurement is compliant with annual budgets and forecasts and that the division and Group's requirements for land acquisition is 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.
- Take responsibility for all projects from initial site identification, through appraisal and approval, to the point of purchase and implementable planning consent being obtained, in line with budgets. Liaise with all internal departments and external consultants / authorities as needed.

5. PEOPLE MANAGEMENT

- Ensure the right people are recruited into the Land team in accordance with company policy and procedures.
- Lead, motivate, communicate with, develop, appraise and performance manage the Land team to ensure they are fully motivated to achieve best performance and 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 in division 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

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- A problem solver with a pragmatic approach
 - A strong need to understand the detail
 - A key focus on 'place-making'
 - Confident in presenting a methodology or approach to key stakeholders
 - An agile approach to working and demonstrable examples that you are comfortable working in changing situations with fast pace.
 - Resilience, tenacity and personal gravitas
 - Willing to travel across the Divisional offices as and when required

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.