



CONSTRUCTION DIRECTOR



ABOUT THE ROLE

To manage the Construction department to provide a quality product efficiently, safely and professionally, within set budgets and agreed timescales to the Redrow standards, whilst ensuring highest levels of customer satisfaction. Act as the link between developments and the divisional office and the group functions (L&D, IT, HS&E, HR), and to further enhance the reputation of the company. A Construction Director must be multifaceted and be a good communicator, a good leader and initiator along with being organised, driven and focused.

Reports to: Divisional Managing Director and Group Head of Construction

Responsible for: Area Construction Managers

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
- Adhere to corporate governance responsibilities which extend across all business areas and actively promote best practice throughout the company
- Take corporate responsibility for the management of the Construction department; including the general running of the department, setting budgets, minimising risks, maximising opportunities, achieving the company's targets; and seeking to positively influence the progression and growth of the company

2. Management of the Department

- Effectively manage the division's Construction function to ensure best practice is followed, costs are controlled, and that the Department maximises revenue generation and contribution to the company's operating profit and increases the value added to the company

3. Health, Safety & Environment

- Comply with responsibilities as laid down in the Group's Health, Safety & Environment Policy 'Roles and Responsibilities' and ensure compliance with the same, throughout the Department

- Assist the HS&E Manager and the Area Construction Manager with preparing the Construction Phase Health, Safety and Environmental Plan where necessary
- Continuous monitoring of HS&E on their developments and feeding back to the Area Construction Manager
- Review specific training needs with the HS&E Manager and ensure appropriate training throughout the Area Team

4. Project Planning

- In conjunction with the Regional Managing Director and the Area Construction Manager; (i) set build sequence, (ii) set locations for compound/storage/silo(s), (iii) create and adjust build programmes on SBMS and (iv) identify critical path issues that could affect the programme and put plans in place to reduce impact
- Liaise with the other departmental heads to populate a key dates schedule to meet the business forecast

5. Quality

- Visit each development at least monthly
- Monitor and inspect quality and presentation to ensure that the highest standards are being achieved and encourage continuous improvement

6. Leadership

- Lead, motivate, support, guide and develop the Area Construction Managers and the wider departmental team
- Carry out recruitment in conjunction with HR and the needs of the developments / business
- Recognise and encourage excellent performance
- Ensure that sub-standard performance is identified and remedied early via training, support (improvement plans) or disciplinary action as appropriate
- Carry out annual appraisals where necessary

7. Customer Service

- Monitor and continually review the quality being produced to ensure that at all stages of construction the highest standards are being achieved
- In liaison with the other departmental heads and the Area Construction Managers, review services to customers, both pre and post completion and monitor and reflect on customer survey results and surveys that are due in
- Monitor the Inspection Portal and the usage of Red SMI on the developments
- Encourage the department to reach Zero Defects on handovers

8. Meetings

- Attend the following meetings: (i) Build / Sales at the divisional head office; (ii) Cost to complete (CTC); (iii) Cost variance control (CVC); (iv) Directors site visit; (v) Divisional Board Meetings; (vi) Pre development handover meeting; (vii) Site closure meeting and (viii) Divisional HS&E Leadership meeting

9. Working Relationships – Internal

- Divisional Departmental Heads

10. Working Relationships – External

- Build good working relationships with: Considerate Constructors Scheme, local authority, consortium site representatives, local stakeholders, consultants, suppliers, Datum Pro, National House Building Council / Local Authority Building Control, Environment Agency / Natural Resources Wales, service / utility companies, Health & Safety Executive, sub-contractors, and the Housing Association

11. General

- Monitor GDPR compliance with the Project Manager and/or Site Manager / Senior Site Manager
- Encourage the use of the Company's intranet "Engage" for review and sharing

THE PERSON

What kind of person are we looking for?

- Calm, understanding and empathetic approach to situations
- Proven experience of coaching and guiding others through good communication
- Able to communicate clearly and effectively across multiple stakeholders
- Experience within the construction industry is essential
- Able to delegate work appropriately
- Flexible approach to dealing with issues and challenges
- Proven experience of implementing change
- Literate in the use of IT
- Able to plan and organize effectively to meet tight timescales
- Resilient in the face of challenging situations and deadlines
- Manages time effectively to ensure that deadlines are met

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.