

**Person specification
Development Manager
Band 8**

Criteria	Attributes	Method of assessment
Knowledge	<p>Essential</p> <p>Up-to-date knowledge of relevant legislation and technical procedures relating to land acquisition delivery, aftercare and sales.</p> <p>Knowledge appropriate to managing and delivering RIBA stages 0 to 8 on multiples schemes.</p> <p>Comprehensive, well-developed and up to date understanding of current housing policy, legislations and development issues.</p>	Application/competency-based interview
Experience	<p>Essential</p> <p>Extensive experience of working in a housing development setting.</p> <p>Proven track record of building and maintaining positive working relationships with partners both internally and externally with other agencies.</p> <p>Experience of working independently, with autonomy on a range of housing development projects.</p> <p>Experience of developing business plans/project appraisals and submitting applications for funding.</p> <p>Experience of managing complex development projects, contracts, and multi-agency/multi-disciplinary teams.</p> <p>Desirable</p> <p>Experience and understanding of the workings of the private housing development industry.</p>	Application/competency-based interview

	Experience and understanding of the workings of Registered Providers.	
Skills and abilities	<p>Essential Experience of working within the development team of a commercial house building company or registered provider.</p> <p>Demonstrable experience of identifying development opportunities through a range of methods and carrying out initial feasibility and viability appraisals of schemes, understanding legal and site enabling requirements for RIBA stages 0-3.</p> <p>Experience of managing the performance of projects, contractors and consultants to meet company targets and plans.</p> <p>Ability to effectively time manage, prioritise and plan multiple projects at once.</p> <p>Ability to establish sustained working relationships based on respect and effective negotiation and influencing skills.</p> <p>Ability to understand the concept of diversity and respect for others and be committed to these issues.</p> <p>Ability to matrix work, influencing, negotiating and managing inputs from across a range of professional disciplines and organisations.</p> <p>Ability to interpret and assimilate complex data and successfully work on multiple projects at the same time.</p> <p>Proven ability to project and budget manage complex development projects.</p> <p>Highly organised and able to work under pressure.</p> <p>Experience of working with partners and other stakeholders in relation to all aspects of housing development.</p> <p>Able to communicate effectively and tactfully with a wide range of people both in writing and orally including senior officers and members.</p>	Application/competency-based interview

	<p>Competent in the use of IT.</p> <p>Able to solve problems, prioritise workloads and deadlines.</p> <p>Demonstrate a professional and proactive customer care philosophy with a flexible, solutions-focussed approach.</p> <p>Understanding of One Public Estate.</p> <p>Appropriate level of data protection, security and confidentiality awareness.</p> <p>Ability to identify and manage risks in relation to schemes.</p> <p>Desirable</p> <p>Use of viability and development appraisal software.</p>	
Qualifications	<p>Essential</p> <p>Educated to degree level or equivalent qualification/experience.</p> <p>Appropriate professional qualification relevant to housing (e.g. RTPI, CIH, RICS, CIOB or equivalent).</p>	Application/ documentary evidence
Other	<p>Desirable</p> <p>Current driving licence to be able to undertake site visits.</p>	Application

Date: December 2024