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| **Job title:**  Senior Development Manager (Delivery) |  |
| **Line manager:** Project Director |  |
| **Grade *(if applicable): 1*** |  |
| **Direct reports:** |  |



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| **Role purpose:** |
| Lead on and responsible for the delivery of complex projects to achieve Peabody’s Development Strategy. Ensure that projects are delivered in accordance with our procedures regarding quality, cost, programme and Health & Safety requirements. |
| **Key results:**   * Lead the delivery of high-quality, safe homes that meet statutory requirements, Peabody’s KPIs, and approved financial parameters. * Manage day-to-day operational construction activities across residential developments. * Ensure homes meet quality and safety standards, including compliance with the emerging Building Safety Bill. * Coordinate with Design & Quality, Health & Safety, and Construction Inspection teams to uphold Quality Assurance standards. * Build and maintain effective relationships with internal and external stakeholders throughout all project stages. * Lead and manage a multi-disciplinary team to deliver a multi-tenure programme, ensuring resource planning and coordination across departments. * Facilitate robust handover processes with teams such as New Homes, Lettings, and Leaseholder Services to ensure excellent customer satisfaction. * Ensure smooth transition from construction to occupation in line with the Operating Framework. * Implement and oversee a robust Defects Management process, supporting resolution of post-completion issues. * Prepare, submit, and update bids and grant claims in line with the Capital Funding Guide. * Ensure compliance with legal contracts, internal policies, regulator and funder requirements, including audit readiness. * Stay current with legislation and internal procedures, completing all mandatory training on time. * Promote and enforce Health & Safety standards across all project phases, ensuring alignment with Peabody processes. * Manage and coach junior team members to foster high performance and professional growth. * Participate in additional workstreams related to your projects as required. |
| **Success metrics:**   * Projects delivered on time, within budget, and in line with approved financial parameters. * Quality standards and statutory compliance consistently met, including Building Safety Bill requirements. * Stakeholder satisfaction and engagement maintained throughout project lifecycle. * Effective coordination and utilisation of internal resources across departments. * Positive customer satisfaction feedback post-handover. * Timely and accurate reporting via Pamwin and other internal systems. * Compliance with Capital Funding Guide and successful grant claim submissions. * Risk registers and project appraisals updated at key stages, with proactive issue resolution. * Health & Safety incidents minimised through proactive management and awareness. * Junior team members supported and developed, contributing to team performance. * Cost budgets and forecasts aligned with departmental and group requirements, with timely escalation of variances. * Value for money achieved across development services, with targets met or exceeded. |
| **About you:**  **You will be:**   * A confident project manager with strong commercial awareness, capable of overseeing costs, quality, programme, and risk, while developing and reviewing financial appraisals and viability models. * A collaborative partner, working effectively with Developers, Contractors, and Joint Venture Partners to safeguard Peabody’s interests and ensure successful project outcomes. * An effective communicator, able to present projects clearly to diverse audiences and build trusted relationships with internal and external stakeholders. * A champion of excellent customer experience, consistently demonstrating Peabody’s values in your interactions. * A skilled people manager who communicates professionally, positively, and succinctly. * A proactive team player, contributing constructively across teams and the wider organisation.   **You will have:**   * A successful track record of delivering multi-tenure, multi-phased development schemes through construction phases of significant scale and complexity, aligned with Peabody’s development programme, supported by at least 5 years’ experience in the sector. * Experience in procurement and post-contract construction using various forms of contract and procurement structures, including Frameworks, Development Agreements, JCT Design & Build, and Joint Ventures. * Relevant qualifications, ideally a degree and professional accreditation such as RICS, MCIOB, APM, RIBA, ARB, or equivalent (desirable). * Thorough knowledge of the development and construction process, particularly the handover stage, across residential and commercial tenures. * A detailed understanding of contract obligations and legal matters, including title reports, conveyancing, Rights of Way, Party Wall Act, Rights of Light, and neighbourly issues. * Proficiency in Microsoft Office and online meeting platforms, with preferable experience using the Pamwin appraisal system. |