

## Associate Director, Technical Development, Greater London

Full-time, permanent

London

Closing Date: EOD Friday 17 June 2022

### About us?

SEGRO is a UK Real Estate Investment Trust (REIT) and listed on the London Stock Exchange in the FTSE 100 index.

For over 100 years SEGRO has been creating the space that enables extraordinary things to happen. We invest in high-quality real estate, actively manage our portfolio and sell assets to crystallise attractive returns. We own, manage, and develop light industrial property and modern warehouses with a portfolio comprising 8 million square metres of space (86 million square feet), valued at £18 billion. We are spread strategically across locations in the UK and in Continental Europe.

Our goal is to be the leading owner, manager and developer of industrial properties in Europe and the partner of choice for our customers.

### Why work for us?

94% - employees feel engaged (2020 employee survey)

SEGRO is a friendly, vibrant community. We believe SEGRO people are amongst the best in our industry. We have a talented and committed team of employees in the UK and across Continental Europe. Our aim is to continue to attract, develop and retain the best and brightest employees in the industry.

We are proud of our track record in spotting and nurturing talent. Our ambition is to make sure every individual has the opportunity to maximize their potential and their careers with SEGRO.

### What are we looking for?

We are currently looking to appoint an Associate Director, Technical Development, Greater London to:

- provide construction and technical expertise to the Greater London Development Management (DM) team, working together to ensure that SEGRO's projects – both speculative and pre-let - are concluded in time, on budget and to the correct quality and specification.
- support with legal aspects of development, costing, procurement and coordination of third parties such as architects and contractors – proactively managing risks and solving problems at every stage of the process.

The role's principal accountabilities will be in:

#### Project Leadership & Coordination

- Leading and project managing the team to deliver new, high quality serviced land plots on time, within specification and in budget for infrastructure projects.
- Set up and management of the change order procedure.

- Protecting the business from risks such as cost uncertainties, project delays, unforeseen problems.
- Supporting the DM to ensure that the scheme design meets SEGRO's sustainable objectives and the market's needs.
- Providing technical advice to DM team throughout the initial feasibility and planning stages.

#### Selection & Management of Third Parties

- Selection and appointment of external design team.
- Preparing scope documents for the tender process.
- Supporting DM specialists with the selection of the right team for the project.
- Identifying new and / or appropriate construction techniques to give a competitive edge to projects.
- Managing and motivating a team of consultants and contractors through the project.
- Collecting and communicating post-project feedback.

#### Customer Liaison

- Building long-term relationships with customers.
- Advising and supporting customers' decisions on specifications
- Acting as first point-of-contact for technical queries.

#### Team Working

- Collaborating with the DM team with the preparation of project briefs.
- Identifying and prioritising project objectives for the Development team.
- Collaborating with DM team with viability cost projections for projects.
- Collaborating with DM team with preparation of project appraisals and Board papers.
- Preparing comprehensive outline project programmes for inclusion in appraisals and Board papers.

#### **You will have...**

- Extensive knowledge and experience of:
  - project management, project design, specification and building construction techniques
  - delivery of projects from inception through to occupation
  - design & build contracts and procurement methods
  - management and motivation of third parties
  - Construction Design Management (CDM) regulations and H&S responsibilities for employers, designers and contractors
- Experience of sites requiring remediation
- Experience of the Greater London Plan planning requirements
- Relevant degree or construction-related professional qualification
- Excellent written, verbal and interpersonal communication skills
- Ability to think creatively, overcome obstacles and solve problems
- Effective negotiation skills
- Patience and resilience under pressure
- Proficiency with MS Excel

#### **It would also be nice for you to have...**

- RICS / Institute of Project Management qualification
- Experience with cost reporting process
- Familiarity with development appraisal process

- Familiarity with legal considerations of design appointments, construction contracts and Agreements to Lease
- Experience with MS Project software

**Special job requirements:**

- Full driving license
- Willingness and ability to visit project sites as required

**What we offer...**

Competitive package including 30 days annual leave, private health care, pension, life assurance. As well as an annual medical check-up, a wellbeing programme and an annual charity day of giving.

We provide excellent opportunities for training and development, supporting employees with their career ambitions. We have a range of high-quality education and training on personal and professional skills that enable our people to fulfil their potential.

All employees participate in our annual bonus scheme and have the opportunity to own a stake in the company through share schemes open to everyone.

**How to apply:**

If you would like to be considered for this role, please send your CV with covering letter detailing your suitability for the role to [HR.Recruitment@SEGRO.com](mailto:HR.Recruitment@SEGRO.com) by EOD Friday 17 June 2022.

**SEGRO is an equal opportunities employer.  
No Agencies please.**

**At SEGRO we want all of our people to be able to reach their full potential and thrive and we are committed to creating an inclusive environment for all employees, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.**