



ROLE PROFILE

Job Title: Associate Director, Data
Management & Governance

Location: London

Reports to: Director, Data

Division/Dept: Technology & Transformation

About SEGRO

SEGRO is a leading owner, manager and developer of modern warehouses and light industrial property, with a portfolio comprising 10 million square metres of space, valued at £18 billion. Our assets are positioned strategically at locations in the UK, France, Germany, Italy, Poland, Spain, The Netherlands and the Czech Republic, and our customers include many of the biggest names in retailing and logistics, such as Amazon, Deutsche Post and Ocado.

For over 100 years SEGRO has been creating the space that enables extraordinary things to happen. From modern big box warehouses, used primarily for regional, national and international distribution hubs, to urban warehousing located close to major population centres and business districts, we provide high-quality assets that allow our customers to thrive.

We have strong plans for growth of our business over the next five years, with a clear objective of being the very best property company. We are making continued investment in improving our operational effectiveness, further enhancing our environmental and social commitments, and maintaining our position as being a great place to work for our staff.

About the SEGRO Transformation & Technology Department

SEGRO has a centralised Transformation & Technology team which is responsible for:

- Providing the data, apps and infrastructure which allow our staff and partners to perform their day jobs efficiently, effectively, and securely.
- Developing and operating the tools and systems which enable us to operate our business processes and to make informed investment and customer decisions.
- Supporting and leading business transformation and digitalisation activities, aimed at making our business ever more effective.

The Transformation & Technology team has around 30 staff and is supported by a variety of partners providing technology development, programme delivery, and operations.

Within SEGRO's Transformation & Technology Department, this role sits in the Group Data Team.

About our Data Management & Governance work

SEGRO has been a highly successful company over the past 10 years, but we recognise that to sustain our success we need to continuously improve. One of the key improvement areas identified in our company strategy is improving our data - ensuring that data is understood and trusted across SEGRO; accessible for use in business processes, reporting and analysis; and that it is an enabler of business performance and business change. Our Group Data team is responsible for us achieving these ambitions.



Our Group Data team are responsible for Data Management and Governance (DM&G) across SEGRO. This encompasses Data Governance, Data Architecture and Design Management, Data Quality Management, and Master and Reference Data Management.

Our DM&G work is delivered by a team of six people, drawn from both staff and partner organisations, which is expected to grow in the coming months. This role will be responsible for leading this full team.

Summary of the Role's Main Purpose

To ensure that data is understood and trusted across SEGRO.

To ensure that data is an enabler of business performance and business change.

Principle Accountabilities

Develop and implement a comprehensive **Data Management and Governance plan**, that aligns with and executes the company's data strategy, and covers the core areas of Data Governance, Data Architecture and Design Management, Data Quality Management, and Master and Reference Data Management.

Manage and continuously improve **delivery and operations** across all DM&G areas, including being hands-on task managing and delivering in some of these areas.

Manage and develop the **Data Management and Governance team**, consisting of up to three direct and five further indirect reports, ensuring all team members are high performing, appropriate partners are in place and performing, and that the team is led and administered effectively.

Support wider data and related work, for example data strategy, business improvement initiatives, and data culture and skills activities.

Core Areas of Knowledge, Skills & Experience

Data capabilities

Experience in data management or a closely related field, with hands-on experience in at least two of: Data Governance; Data Architecture and Design Management; Data Quality Management; and Master and Reference Data Management. Including:

- Experience running a business-as-usual data operations team; and/or
- Experience working on data improvement initiatives.

Non-technical capabilities

Able to communicate and negotiate complex data subjects with both technical and non-technical audiences.

Able to organise own time and tasks, to be effective at managing time across multiple concurrent activities, and to work with minimal supervision.

Management capabilities

Experience managing small teams of staff, contractors and/or third-party resource.



Experience in, or an interest in developing capability in, general management activities, e.g. managing budgets; and performing other project or department management activities.

Experience working in (but not necessarily directly leading) a team during definition, creation and expansion phases.

Behaviours

Capable and keen to learn new subjects, to work flexibly within a small team, and to take on responsibilities outside of core areas of experience.

Comfortable performing a mix of hands-on and management / coordination activities.

Desirable

Note: none of these are critical as they can all be learned.

Data capabilities

Experience working with asset, customer, finance, organisational, geographic, supplier and/or project data.

Non-technical capabilities

Working within real estate, property, investment or related industries.

Management capabilities

Working with third party consultancy and/or technology delivery partners.

Special Job Requirements

This is a full-time role, and we welcome applicants wishing to work either four or five days per week.

This role will be based in our Central London office, with an expectation of normally working in the office 3 days/week, but sometimes up to 4-5 days/week. Travel to other SEGRO and partner offices is expected, approximately: to Slough once per month, and to other offices across Europe once per quarter.

Date of completion: 22nd September 2023

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.