

## Associate Director, Data Management & Governance

Full-Time, Permanent

London

### 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?

91% - employees feel engaged (2022 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, Data Management and Governance to ensure data is understood, trusted, and serves as an enabler of business performance and change across SEGRO.

The role's principal accountabilities will be in:

- To develop and implement a comprehensive Data Management and Governance plan, that aligns with and executes SEGRO'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.
- To 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.
- To 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.
- To support wider data and related work, for example data strategy, business improvement initiatives, and data culture and skills activities.

### You will have...

- 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.
- The ability to communicate and negotiate complex data subjects with both technical and non-technical audiences.
- The ability to organise own time and tasks, to be effective at managing time across multiple concurrent activities, and to work within minimal supervision.
- 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 a team during definition, creation, and expansion phases.
- The capability and keenness to learn new subjects, to work flexibly within a small team, and to take on responsibilities outside of core areas of experience.
- Comfortability in performing a mix of hands-on and management / coordination activities.

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

- Experience working with asset, customer, finance, organisational, geographic, supplier, and/or project data.
- Working within real estate, property, investment, or related industries.
- Working with third party consultancy and/or technology delivery partners.

#### **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 [UKRecruitment@SEGRO.com](mailto:UKRecruitment@SEGRO.com)

**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.**