

Manager, Technical Development, Thames Valley

Full-time, permanent

Slough

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?

Our Technical Development Team play a vital role in coordinating construction related issues across our portfolio and are the primary source of technical advice to internal colleagues including Leasing, Asset Management and Investment. With financial responsibility for construction related activities and professional services, they seek to obtain continued best value for the business. As real team players they ensure accurate records are maintained for all projects, keeping their colleagues regularly updated.

We are currently looking to appoint a Manager, Technical Development, Thames Valley to support the Associate Director in all matters relating to occupied / vacant properties and the dilapidations and refurbishment programme to ensure premises are presented in their optimum condition to re-let or altered to accommodate customer requirements in accordance with Agreement to Lease documentation.

This role will assist to drive income, ERV and capital growth to deliver strong annual returns, minimising voids, leasing vacant buildings and developing strong business relationships with customers, advisors and other key stakeholders within our markets.

The role will include working alongside colleagues to pursue initiatives that will contribute to the region's growth plan, creating modern sustainable buildings which align with our Responsible SEGRO Framework.

The role's principal accountabilities will be to:

Refurbishments

- Assist the Associate Director with project budget updates.
- Prepare agreed scopes for minor works projects and capital improvement schemes as directed.
- Manage pre-contract activities including briefing, tendering and liaison with design & construction team.
- Promote/maintain compliance with SEGRO's Sustainability and Health and Safety Policies.
- Promote/maintain a high level of communication with customers keeping them informed at all times of any works which may affect them or buildings in their vicinity.
- Deliver all projects within budget and on programme, managing all progress meetings.
- Close out project ensuring appropriate documentation is obtained including (Final Account Breakdowns, H&S Files, certificates, warranties and drawings etc)

Dilapidations

- Prepare and or procure Schedules of Dilapidations focusing on the detail to check technical and contractual lease clauses and liability.
- Assist Asset Management team in liaison with customers to ascertain their intentions for dealing with dilapidations liabilities and encourage co-operation to seek amicable settlement where possible.
- Monitor customers works (if applicable) and obtain progress reports.
- Instigate, manage and conclude all dilapidation claims in line with SEGRO protocol procedures, dealing diplomatically with customer challenges or queries well in advance of break clauses. (directly or via third party consultants).
- Negotiate settlement figures and terms with customers, seeking approval to final position, ensuring all legal documentation is completed.

Licence for Alterations

- Provide technical advice to the Asset Management and operations Team on requests for occupier alterations and assist customers in achieving acceptable solutions.
- Consider applications made under the Licences for Alteration process, seeking approval from the wider team, ensuring all alterations are appropriately recorded and inspecting customer's works if appropriate.
- Liaise with the customer to modify the works and improve the quality of supporting information, where necessary.

People Management

- Select suppliers from our Preferred Suppliers list, organise tenders and negotiate contracts with all third parties.
- Hold regular project meetings with third parties to check progress against plans and tackle any problems or unforeseen issues.
- Challenge supply chain and apply value engineering processes and principles to reduce unnecessary costs.

Strategy / Team Leadership

- Assist the Development Team Strategy which ensures the maximisation of income and customer retention within the portfolio through active asset enhancement schemes and implementation of Corporate Sustainability initiatives which contribute into the valuation process.
- Manage advisors and consultants against agreed KPI's to ensure service delivery.

Asset Enhancement

- Manage the process for allocated projects and Dilapidations claims via our framework Consultants or negotiating direct with customers or their appointed agents.
- Engage with existing customers proactively to find solutions to their business needs in respect to Landlords Approval to proposed alterations.
- Manage customer applications to assign and underlet, maintaining covenant strength.

Negotiation and management

- Manage and provide reports on allocated Refurbishment projects from inception through to and including Post Completion activity.
- Manage and report on allocated Dilapidations claims, ensuring commercially viable solutions are put forward for approval.

Team Contribution

- Work as a team with colleagues in Development, Leasing, Operations, Asset Management and Investment for refurbishments / both speculative and pre-let schemes.
- Liaise with and support the wider team, on technical matters relating to construction, building defects and Operations to get operational issues resolved for customers.

You will have...

- Professional qualification (RICS, CIOB or equivalent).
- Refurbishments and dilapidations experience.
- Experience in building contract procurement and management, building construction and defect identification/resolution.
- Evidence of keeping tight control of costs, project plans and budgets, with experience of budget management and financial reporting.
- A high level of customer focus.
- Clear, precise written and oral communication skills.
- Excellent organisational skills and ability to maintain accurate records.
- Intermediate level of skill in MS 'Excel', 'PowerPoint', 'Word' and databases.

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

- Technical understanding of Building Regulations, H&S, CSR and defect analysis Intermediate skill level in Word & Excel and use of databases.

Special job requirements:

- Ability to work at roof height.
- Hold a Full driving licence.
- Travel and occasional overnight stays may be required.

What we offer...

Competitive package including; 25 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

**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.