

Head of Land & Partnerships

Grade
Your 11

Contract Type
Homeworker 1

Role Overview

Lead the identification, appraisal, acquisition and delivery of new development opportunities that support the Registered Provider's growth strategy.

Responsible for the sourcing of land and development opportunities, managing relationships with developers and landowners, negotiating commercial agreements, overseeing development appraisals and ensuring the successful delivery of high-quality affordable housing schemes.

COO



Director of Asset & Growth



Head of Land & Partnerships



New Business Manager, New Business Graduate

Department

Development



Growth

RESPONSIBILITIES

- Identify, assess and secure land-led and developer-led opportunities for affordable housing development.
- Build and maintain a strong pipeline of development opportunities in line with corporate growth targets.
- Develop relationships with landowners, agents, local authorities, developers, consultants and funders.
- Monitor local plans, planning applications and strategic land opportunities to identify future development potential.
- Lead negotiations on heads of terms, exclusivity agreements, land acquisitions and partnership arrangements.
- Prepare and review development appraisals using Proval.
- Assess scheme viability, development costs, sales values, grant assumptions and funding requirements.
- Present investment recommendations and business cases to Executive Teams and Boards.
- Ensure schemes meet organisational financial hurdles and strategic objectives.
- Monitor programme performance, budgets and cash flow forecasts.
- Lead commercial negotiations with developers and contractors.
- Assess and structure development agreements including - Design and Build Contracts, Forward Funding Agreements, Golden Brick Arrangements, Section 106 Acquisitions, Turnkey Development Agreements
- Manage contractual risks and ensure robust due diligence is undertaken.
- Work closely with legal advisors throughout transactions and contract negotiations.
- Influence scheme design to ensure compliance with organisational standards and customer requirements.
- Work with technical consultants, architects and developers to optimise design, specification and value engineering proposals.
- Ensure schemes meet planning, regulatory, sustainability and quality standards.
- Promote innovation and best practice in housing design and construction.

Our values



Honest & Reliable

We are authentic, open and dependable; and we do what we say we'll do.



Caring

We show kindness and consideration to our customers and each other.



Respectful & Fair

We listen to people, and strive for equity and inclusivity in all that we do.

Creating more places for people to thrive and be recognised as a sector leading landlord

- Develop strong partnerships with Homes England, Local Authorities, Combined Authorities and other key stakeholders.
- Represent the organisation at industry forums, networking events and partnership meetings.
- Work collaboratively with internal teams including Finance, Asset Management, Housing Operations and Governance.
- Contribute to the development and implementation of the organisation's growth strategy.
- Deliver annual development and acquisition targets.
- Support organisational objectives relating to affordable housing delivery, sustainability and social impact

STRENGTHS

- Strong business and financial awareness.
- Ability to identify, evaluate and negotiate commercially attractive opportunities.
- Excellent understanding of risk and return.
- Strong contract negotiation skills.
- Ability to build credibility with developers, investors and stakeholders.
- Ability to translate corporate strategy into deliverable growth opportunities.
- Strong analytical and problem-solving capability.
- Ability to lead and motivate teams.
- Strong stakeholder management skills.
- Results-focused with a proactive approach.
- Confident communicator at Executive and Board level.

ESSENTIAL REQUIREMENTS

- Educated to degree level or equivalent within property, construction, surveying, planning or housing qualification and/or equivalent professional experience
- Significant experience within affordable housing development, residential development, or property acquisition.
- Experienced in presenting investment recommendations to senior stakeholders and Boards.
- Proven track record of securing land and development opportunities.
- Strong experience using Proval for development appraisals and programme management.
- Experience negotiating with developers, landowners and professional advisors.
- Proven experience managing Design and Build contracts and development agreements.
- Strong understanding of planning, development finance and affordable housing funding.

BENEFICIAL TO THE ROLE

- ✓ Full UK Driving License & use of a vehicle
- ✓ Membership of a relevant professional body (RICS, CIOB, CIH or equivalent)



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