

Job Description

Job title:	Senior Development Manager
Reports to:	Assistant Development Director
Responsible for:	Direct line management responsibility

Role Overview

We make moments that matter by truly caring about our customers and ensuring they are at the heart of everything we do.

Like us, you are committed to exceptional customer service, and working hard to ensure our customers feel valued, heard, and supported. We deliver affordable homes and build better futures by actively listening to the needs and aspirations of our customers. We work to create communities where people feel safe, secure, and empowered. By fostering open communication, offering tailored services, and continually striving for excellence, we all aim to build lasting relationships that go beyond housing – enhancing lives and contributing to thriving, vibrant communities where everyone can feel good to be home.

As a Senior Development Manager, you will contribute to the planning and management of the development programme in your region, ensuring that it aligns with Accent's approved growth strategy. You will assist in securing new development opportunities, lead on site acquisitions, oversee construction, and manage partnerships. A key part of the role is to assist in maintaining a network of relationships with stakeholders such as land agents, developers, and contractors to ensure project success. You will focus on delivering value for money, managing risk, and ensuring projects meet agreed budgets, timelines, and quality standards.

Core Values Alignment

We live and breathe our values. We are Smart, Driven, Caring, and Inclusive. Our colleague and leader competency framework underpins this and helps provide focus and clarity around the behaviours and attributes that are expected at Accent. Our focus on value for money ensures that we continue to spend wisely, work productively and make the best use of our resources. This is all about how we do things: it's what we expect everyone to embrace and work towards in their roles.

As a Senior Development Manager, you will exemplify our values by taking a proactive approach to identifying and progressing new development opportunities. Your driven nature will help you to secure partnerships, manage risk, and ensure that projects meet our strategic goals. You will show a caring approach by ensuring customer satisfaction through all stages of development and by supporting your team to achieve their potential. Additionally, you will promote inclusivity by working collaboratively with stakeholders and colleagues across departments to deliver high-quality, affordable homes that meet the needs of our communities.



Key Responsibilities and Duties

- Assist in the delivery of Accent's approved Development and Growth strategy by managing the planning and execution of the development projects in your assigned region.
- Secure new development opportunities in line with growth aspirations and prepare business cases, including financial appraisals and site acquisitions.
- Lead the construction phase of developments, ensuring project milestones are met on time and within budget.
- Develop and manage partnerships with land agents, developers, and contractors, while exploring new land package deals and joint ventures for mixed tenure homes.
- Ensure all developments are delivered efficiently, meeting cost, quality, and regulatory requirements, including Homes England funding and other stakeholder criteria.
- Provide leadership to your team and external consultants, ensuring resources are effectively managed and allocated.
- Conduct project reviews upon completion, obtaining feedback to improve future developments and enhance customer satisfaction.
- Represent the Strategy and Growth Team at internal and external stakeholder meetings, ensuring the development programme aligns with organisational objectives.

Leadership Responsibility

As leaders at Accent, we are tasked with more than just achieving organisational goals; we are entrusted with the responsibility to create an environment where every colleague can thrive. To do so, we must embody the core competencies that define true leadership.

- Ensure we build a customer first culture within our teams and the wider organisation.
- Ensure we engage and are committed to the wider vision of the organisation and its goals always working collectively to achieve the best outcomes for our customers.
- Proactively and positively give feedback directly to colleagues and leaders when there may be an opportunity to improve behaviours. At Accent we want an open and transparent culture, and must always act with integrity towards our peers and colleagues and not engage any disrespectful behaviours.
- Invest in personal development and development of our teams, fostering growth through continuous development, coaching, and challenging experiences.
- Inspire innovation by encouraging new ideas, diverse thinking, and a culture of continuous improvement.
- Drive forward making bold decisions, tackle difficult issues, and grow from setbacks.
- Building trust, collaborating openly, and valuing inclusion, creating safe spaces where every voice is heard and respected across the whole organisation.
- Align our actions with a clear vision and purpose, taking decisive action to achieve results while always keeping our commitments.
- Embody care, ensuring that compassion and accountability are at the heart of everything we do.
- Work to the Accent competencies, always achieving the highest standard of conduct and integrity.

The must haves:

- CIH Level 4 Certificate in Housing (or equivalent qualification) or willingness to work towards or qualified through experience
- Experience in sourcing land-led development opportunities and managing residential projects from inception to completion
- Strong financial management skills, I, and experience with Homes England audit requirements.
- Ability to build and maintain effective relationships with external partners, stakeholders, and local authorities
- Effective negotiation and project management skills.
- Ability to foster engagement with wider community stakeholders such as parish councils.
- Represent Development by engaging with internal teams at all stages of the development process.
- Full UK driving licence and access to a vehicle

The added extras:

- Commercial awareness and knowledge of the legal and regulatory frameworks relating to residential development
- Project management qualifications
- Familiarity with investment appraisal tools such as Proval

This role description highlights key responsibilities but is not exhaustive. Colleagues will agree on priorities with their Line Manager and are expected to work flexibly, supporting the team and working collaboratively across teams to deliver outstanding results for our customers. Working together as one team is our norm at Accent and reflects how we achieve success and meet the organisation's evolving needs.

We work flexibly and on an agile basis. We design our work around the customer with the focus being on ensuring we deliver the best possible service to our customers and to the best of our abilities. How and where you work will be agreed with your line manager to achieve the best outcome for both the organisation and for you, wherever possible.