

## Role profile

<b>Job Title:</b>	Strategic Property Consultant	<b>Grade:</b>	CB5 - Spinal column point range: dependent on experience
<b>Department:</b>	Strategic Property and Investment	<b>Post no.:</b>	58027
<b>Directorate:</b>	Resources	<b>Location:</b>	Perceval House

<b>Role reports to:</b>	Head of Strategic Property Consultancy
<b>Direct reports:</b>	Up to 4
<b>Indirect reports:</b>	Property consultants, legal advisors and other consultants and contractors

## Job description

Recruitment practices to safeguard and promote the welfare of children and/or vulnerable adults apply to this post in addition to the requirement to obtain a Disclosure and Barring Service (DBS) check.

### Purpose of role

- To identify, lead, manage and advise on strategic projects for our land and property assets in line with the Council Plan. Responsible for delivering improved outcomes and savings and ensuring the Council achieves best value in collaboration with internal and external stakeholders on projects including:
  - service transformation projects around assets
  - acquisition and disposal opportunities of up to £10m each
  - social infrastructure projects in our seven towns
  - Council development projects

### Key accountabilities

- To lead on service transformation projects around assets, liaising with relevant stakeholders and be responsible for the creation of savings on asset optimisation.
- To proactively review the Council's land and property and identify potential within the Council's portfolio to drive the Council's objectives and priorities around assets and create betterment of the Council's commercial portfolio.
- To identify and advise on acquisition and disposal opportunities in order to create savings and efficiencies.
- To lead and manage significant deals on property acquisitions and disposals of up to £10m, ensuring the Council is achieving best value.
- To develop property-related strategies and policies and ensure their implementation.
- To lead on community engagement and projects around social infrastructure.

- To lead on options appraisals on specific land and property, providing clear analysis on both financial and social value and optimising use to meet as many Council objectives as possible including supporting a green agenda to reduce our carbon emissions, adding real social value to our communities and enabling services to increase their delivery or deliver in a more efficient way, coordinating other services, consultants and other internal and external stakeholders.
- To lead and commission technical feasibility studies (high-level development appraisals) for development on specified sites, seeking to optimise use and create viable, deliverable schemes in line with Council priorities, industry best practice and the current property market.
- To provide property and infrastructure related advice for development projects in line with best practice in the property industry including, but not limited to, multiple area regeneration projects and housing schemes.
- To identify and deliver sustainability within the Council's property portfolio and development schemes in line with the Council's policy on the climate emergency.
- To provide property advice and support to the Assistant Director of Strategic Property and Investment, Directors, the Senior Leadership Team and Councillors on strategic property matters in line with best practice and professional codes and guidelines, working with colleagues to enable property requirements to be met on property and development matters in the borough.
- To oversee property, digital, development, financial and other consultants, ensuring excellent service, value for money and sound property advice is given in line with industry best practice, codes and guidance.
- To lead and motivate direct reports and the wider team using effective communication and leadership skills and setting and maintaining high professional standards.
- To identify training and development needs within the wider team ensuring continual professional development of self and staff.
- To be responsible for ensuring maintenance of their own professional qualified status where applicable.

### **Key performance indicators**

- To identify potential for optimisation of Council land and property through disposal, acquisition, development or other means.
- To produce evidence-based options appraisals and feasibility studies that enable well-informed strategic decisions to be made about the Council's assets.
- To develop and assist on the implementation of clear, deliverable property strategies in line with industry best practice, market conditions and Council priorities.
- To provide professional strategic property advice across a wide range of property projects.

### **Key relationships (internal and external)**

- Staff across the Council
- Broadway Living staff

- Developers, landowners, investors
- Businesses and business representatives
- Elected Members and MPs
- West London Alliance and other London boroughs
- Local interest groups, community groups and residents
- Consultants and contractors

### **Authority level**

- Tbc

## **Person specification**

Community and partnership working are essential for all roles.

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### **Essential knowledge, skills and abilities**

1. Detailed knowledge and understanding of optimising sites under competing objectives and writing options appraisals.
2. Able to undertake high level development appraisals (feasibility studies) under RICS best practice and understand planning, infrastructure and other development and regeneration considerations.
3. Able to provide expert strategic advice across a range of property matters in a local government context.
4. Ability to undertake comprehensive research and utilise strong analytical skills to produce high quality reports and business cases.
5. High level of negotiating and influencing skills particularly with developers, partners and major stakeholders.
6. Proven communication skills with the ability to provide a clear and articulate overview, both verbal and written, of complex issues and provide sound, professional and reliable advice in an accessible and non-technical manner and to present and work with a diverse range of internal and external audiences using a wide variety of media and approaches.
7. The ability to create effective working relationships with colleagues of different disciplines to deliver a high-quality output.
8. Strong leadership and staff management skills including recruitment, selection and induction, team development, performance appraisal and management, mentoring and coaching.
9. Demonstrates resilience and utilises strong organisational skills to deal with competing demands.
10. Knowledge of local government legislation including statutory requirements of local authorities in relation to property and the application of the democratic process. Commissioning technical advice and managing consultants where required.

### **Essential qualification(s) and experience**

1. **A degree, preferably property related or equivalent technical experience.**

2. Extensive experience of providing strategic property advice in relation to sites, particularly in a local authority or other public sector context.
3. Experience of developing property strategies that successfully delivered improved outcomes for the owner.
4. Experience of writing clear and concise options appraisals and business cases, considering both financial and social outcomes.
5. Experience of leading a team and motivating people to achieve high performance.

## Values and behaviours

<b>Improved life for residents</b>	<b>Trustworthy</b>	<b>Collaborative</b>	<b>Innovative</b>	<b>Accountable</b>
<ul style="list-style-type: none"> <li>• Is passionate about making Ealing a better place</li> <li>• Can see and appreciate things from a resident point of view</li> <li>• Understands what people want and need</li> <li>• Encourages change to tackle underlying causes or issues</li> </ul>	<ul style="list-style-type: none"> <li>• Does what they say they will do on time</li> <li>• Is open and honest</li> <li>• Treats all people fairly</li> </ul>	<ul style="list-style-type: none"> <li>• Ambitious and confident in leading partnerships</li> <li>• Offers to share knowledge and ideas</li> <li>• Challenges constructively and respectfully listens to feedback</li> <li>• Overcomes barriers to develop our outcomes for residents</li> </ul>	<ul style="list-style-type: none"> <li>• Tries out ways to do things better, faster and for less cost</li> <li>• Brings in ideas from outside to improve performance</li> <li>• Takes calculated risks to improve outcomes</li> <li>• Learns from mistakes and failures</li> </ul>	<ul style="list-style-type: none"> <li>• Encourages all stakeholders to participate in decision making</li> <li>• Makes things happen</li> <li>• Acts on feedback to improve performance</li> <li>• Works to high standards</li> </ul>