

Job Description and Person Specification

BBRC Homes - Development Director (P/T)

Where: Bristol

Role: Property, Business Development, Project Delivery

Reporting to: BBRC Homes Board, line managed by BBRC Chief Executive

Type of role: Permanent, Part Time (four days per week, flexible working available)

Salary: £65,000-£75,000 (pro-rata) commensurate with experience. Consideration of a performance-based bonus after the first year of employment.

Summary of the role

BBRC is looking for someone exceptional to drive the growth of its new subsidiary BBRC Homes - working to create a leading developer and financier of homes in the Bristol and Bath area.

This exciting role requires strong commercial acumen, along with the ability to 'do deals' and negotiate well for the benefit of wider society. Essentially, we are seeking a hands-on leader with a commercial head and a social heart. This four day a week role could suit an experienced property professional seeking their next challenge.

We are also actively looking to include fresh perspectives, skills and experience in our team to help strengthen our organisation. If you have any questions about your suitability for the role, please contact us.

Background – who we are

BBRC Homes is an investor in and developer of high-impact housing projects in Bristol and the West of England. Acting both as a sole developer and in partnership, we work with a range of organisations, including community groups, charities and housing associations. We work with smaller organisations to deliver bespoke projects of between 5-50 homes and with experienced partners to deliver larger mixed-tenure developments of 50-200 homes. We have a growing and diverse pipeline of exciting projects. To find out more about our recent projects, please visit: www.bab-rc.uk/homes/

BBRC Homes is a subsidiary of Bristol & Bath Regional Capital CIC (BBRC). BBRC uses civic led, commercially innovative investment to address systemic inequalities in our region. We believe that an inclusive local economy just works better. When everyone plays their part, our regional economy will be more creative, resilient, and vibrant. We're working to be the driving force behind this change. More details can be found on our website: www.bab-rc.uk/

The role – what you will do

BBRC Homes is embarking on an exciting stage in its development. It has already made a strong start in housing with its award-winning scheme in North Bristol and wants to build on that progress. Working closely with the BBRC Homes Board and senior management team, the Development Director will drive the business and its impact forward by 'deal making' while retaining a keen eye on

social impact. You will therefore need strong commercial experience in the property sector, the ability to negotiate contracts, good financial literacy and a can-do and entrepreneurial attitude.

You will be responsible for:

Deal Origination and Business Growth:

- Source and secure commercially attractive housing deals for BBRC Homes that deliver the appropriate financial return and social impact. Take the lead in developing existing and new business opportunities, ensuring they contribute to BBRC's bottom-line and impact targets. Converting land and property leads to real opportunities is a key requirement of this role.
- Advise on new business ventures for BBRC Homes, including corporate structure and funding requirements. Review business cases for funding, investment and other decisions, including review of complex financing and funding models. Lead on contract negotiation and support due diligence.
- Develop and nurture partnerships to co-develop, co-fund and co-operate housing schemes.
- Be responsible for delivery of the BBRC Homes Business Plan. Contribute to the wider organisational strategy, working closely with the Board and senior management team to develop the plan as opportunities arise (both financial and operational).
- Ensure that BBRC Homes manages its risk effectively through this exciting growth phase. This includes working with legal advisors and managing risk around land transactions, planning, legal and regulatory compliance, construction and operation.
- Directly line manage BBRC Homes small staff team; ensuring we get the most out of our limited resources and that the team have the necessary skills and resources to do the job. This includes implementing processes and structures, appropriate to a growing start-up business, to enable effective and efficient fulfilment of objectives.
- Ensure that BBRC Homes gets the best value from its supply chain, building a cost effective and trusted supply chain that delivers on cost, to time and within budget.

The successful applicant – who you are

The role requires effective leadership and the ability to motivate colleagues, demonstrating BBRC Homes' values in your behaviour. You will be passionate about housing and communities, with a desire to support our ambition to deliver innovative, socially impactful housing schemes and create sustainable communities across Bristol and the wider West of England region. You will have:

- Proven experience for the delivery of results within a growing business environment.
- Strong commercial acumen that has been demonstrated in successful deal making in property or housing.
- Evidence of leadership of similar functions in either a commercial or more than profit environment.

- Project management and experience of driving progress over long-term projects.
- Previous experience in building effective teams, developing staff and managing external business relationships and networks.
- Understanding of housing and property development, from either the private or social sector (including an understanding of the regulatory environment).
- Demonstrable experience at contracting and procurement, including negotiating with other parties and development of supply chains.
- Exposure to regulated business environments, with a demonstrable track record of having managed risk in a proactive and pragmatic way.

Your education / qualifications / training:

- Experience is more important than academic qualifications which will be considered on a case by case basis.
- Excel, PowerPoint and Word proficient.

Your bonus skills:

- Social enterprise experience and/or understanding of social finance
- Relevant housing qualifications
- Existing local network of potential suppliers and partners
- We welcome applications from candidates from a diversity of backgrounds

What's on offer

Salary of between £65,000 and £75,000 (pro-rata) commensurate with experience. Consideration of a performance-based bonus after the first year of employment.

This is an excellent opportunity to play an important and active part in the development and strategic direction of this ambitious and forward-thinking organisation. You will have a key role in BBRC achieving its social mission, leading the commercial and operational activity of BBRC Homes.

The role is part-time (four days a week), a variety of working patterns can be accommodated.

We are also actively looking to bring fresh perspectives, skills and experience to our team that will help strengthen our organisation's diversity and inclusivity. Therefore, we welcome applications from candidates from a diversity of backgrounds. Please let us know if you have any access needs so we can support you through the application process.

Application and Contact:

To apply, please send your CV and cover letter to homes@bab-rc.uk. If you have any further questions do not hesitate to get in touch.