

Job Description

Job title:	Commercial Director – JVs & Equity
Grade:	15
Directorate:	Housing and Land
Unit:	Land & Development

Job Purpose

Reporting to the Assistant Director for Land & Development, the Commercial Director – JVs & Equity is responsible for the joint venture and equity elements of the GLA's specialist land and property team; the management and development of the GLA's 635ha strategic land and property portfolio; land acquisitions; CPO activity; senior level technical and professional property advice; and the management of related procurement matters.

Principal Accountabilities

1. Professional property advice required by the H&L directorate and the wider GLA
2. Lead the joint venture interests of the GLA in large-scale developments, with corporate leadership and accountability for the GLA acting in an investment capacity.
3. Working with development partners to oversee the GLA's strategic and financial position in these projects, including responsibility for joint venture structuring, equity investment oversight, and the management of complex financial and legal transactions.
4. Oversight of the GLA subsidiary's commercial partnerships, governance and day-to-day operations.
5. Effective and efficient management of the GLA's land and property assets, including relevant budgetary and performance obligations including regular and accurate reporting to the Assistant Director, the Directorate Management Team, senior management teams and boards including Homes for Londoners
6. Strong, clear and effective leadership, direction and management to the L&D team
7. Leadership and direction for the GLA's major land and development projects, ensuring that these are delivered to the highest standards
8. Close liaison and advice on major projects and other development matters across the H&L directorate, the wider GLA as required, and especially to the H&L area teams including responsibility for special projects and initiatives as required
9. Work closely with the Assistant Director, including deputising when necessary

10. Close liaison and advice to the the Mayor's Office, especially with the Deputy Mayor for Housing and Residential Development
11. Support the work of the London Assembly, including the drafting of briefings, answers to Mayor's Questions and representation at GLA Assembly Committee meetings as required.
12. Take an active leadership role in representing the GLA externally, and work closely with London Boroughs, developers and others to promote the Mayor's land and development objectives.
13. Provide leadership and contribute towards policy development and best practice in property, development and procurement matters
14. Manage staff and resources allocated to the job in accordance with the Authority's policies and Code of Ethics and Standards
15. Realise the benefits of a flexible approach to work in undertaking the duties and responsibilities of this job, and participating in multi-disciplinary, cross-department and cross-organisational groups and project teams

Key contacts

Accountable to: Assistant Director, Land & Development

Accountable for: Heads of Development, Senior Manager Public Land, Senior Development Managers, Development Officer

Principal Contacts: Mayor's Office; London Boroughs; Development Partners; Central Government; Professional & other Stakeholder Bodies

Person Specification

Relevant senior level experience in development and project management, including high-level experience of complex development schemes

Professionally qualified, preferably a Chartered Surveyor, with substantial post-qualification experience at a senior level

Extensive experience of negotiating complex development agreements

Senior level expertise and evidence of contributing to the development of best practice in property/regeneration policy and practice

High-level understanding, appreciation and capability of operating within a high profile and political environment

Behavioural competencies

Building and Managing Relationships

...is developing rapport and working effectively with a diverse range of people, sharing knowledge and skills to deliver shared goals

Level 4 indicators of effective performance

- Identifies and engages a diverse range of influential contacts within stakeholder and community groups, and partner organisations
- Builds alliances to establish mutually beneficial working arrangements, openly sharing knowledge and insights
- Actively challenges and addresses 'silo attitudes' to encourage effective relationship building inside and outside the GLA
- Understands the complexities of political dynamics and uses this to manage relationships and resolve conflict effectively
- Identifies clear win-win situations with external partners

Communicating and influencing

...is presenting information and arguments clearly and convincingly so that others see us as credible and articulate and engage with us.

Level 4 indicators of effective performance

- Articulates self with credibility and conviction, encouraging buy-in to corporate position
- Influences the thinking of other organisations, encouraging them to deliver in line with the GLA
- Ensures that the organisation communicates inclusively with staff and external stakeholders
- Acts as a credible and convincing spokesperson and negotiator for the
- GLA Instils a corporate commitment to accessible communication

Decision Making

...is forming sound, evidence-based judgements, making choices, assessing risks to delivery, and taking accountability for results.

Level 4 indicators of effective performance

- Makes difficult decisions for the long term benefit of the organisation
- Presents and instills confidence in strategic decision-making
- Consults stakeholders early in critical organisation-wide decisions
- Stands by the decisions and actions of the GLA
- Accepts and promotes accountability for the GLA's decision making
- Ensures the organisation balances effective risk management with the need for timely actions

Strategic Thinking

...is using an understanding of the bigger picture to uncover potential challenges and opportunities for the long term and turning these into a compelling vision for action.

Why is it important?

We need to have a broad view, constantly scanning the horizon to identify current and future challenges and opportunities, helping us to promote and deliver organisational priorities more effectively.

Level 4 indicators of effective performance

- Develops a positive and compelling vision of London's future potential, demonstrating confidence in the strategic direction of the GLA
- Translates an understanding of the compel and diverse threats and issues facing London into positive action
- Proactively involves partners in strategic thinking, incorporating their views into plans and working with them to align strategic priorities
- Sets organisational priorities by identifying where time and investment is needed
- most Generates and leads strategic initiatives that reflect the GLA's position as a regional authority

Organisational Awareness

...is understanding and being sensitive to organisational dynamics, culture and politics across and beyond the GLA and shaping our approach accordingly.

Level 4 indicators of effective performance

- Focuses on the needs of Londoners, promoting organisational awareness of how they impact GLA priorities
- Anticipates and responds appropriately and professionally to political pressure, inspiring confidence and trust from politicians
- Shapes senior stakeholders' perceptions of the GLA, using their influence to support the GLA agenda
- Influences Londoners' perceptions of the GLA, using the Media where appropriate
- Leads the organisation by setting the highest standard in upholding integrity and ethical behaviour

Planning and Organising

..is thinking ahead, managing time, priorities and risk, and developing structured and efficient approaches to deliver work on time to a high standard.

Level 4 indicators of effective performance

- Takes accountability for monitoring delivery of the GLA's commitments
- Uses quality assurance processes across the organisation as a feedback mechanism to improve performance
- Takes responsibility for ensuring tools and techniques are available for the effective management of programmes
- Realigns GLA objectives to respond to changing external and internal agendas
- Uses feedback from all sectors as a performance measure for GLA work

Responsible Use of Resources

... is taking personal responsibility for using and managing resources effectively, efficiently and sustainably.

Level 4 indicators of effective performance

- Explores different options for funding and income generation
- Sets budgets, understanding current costs and challenging teams to deliver greater efficiency
- Monitors resource allocation across the organisation, ensuring the GLA works within budget and resources
- Ensures the GLA procures and uses resources fairly and responsibly and with regard for environmental efficiencies
- Leads initiatives to identify and deliver efficiencies across the GLA Group and through partnership working

Managing and Developing Performance

... is setting high standards for oneself and others, guiding, motivating and developing them, to achieve high performance and meet the GLA's objectives and statutory obligations.

Level 4 indicators of effective performance

- Creates an organisation that learns from experience
- Sets clear organisational objectives, cascading challenging yet achievable deliverables to directorates
- Identifies strategic level performance indicators and communicates these clearly
- Leads and sets an example for desired behaviour and performance for GLA staff
- Instils a culture of high performance and outstanding results where staff are encouraged to perform to their best

Reasonable adjustment

Reasonable adjustment will be made to working arrangements to accommodate a person with a disability who otherwise would be prevented from undertaking the work.