

# Regional Construction Director Manchester

Candidate Pack



# Our Purpose

Delivering world-class, large-scale logistics developments:  
client led, environmentally responsible  
and creating opportunities for communities.

# Our Vision

To be the most trusted, respected, innovative and value adding property company  
delivering logistics development  
for our clients, communities and investors.

# Our Values

We are thoughtful, creative and collaborative  
We see everything through to the end

We succeed together  
We do what we say we do

# Who we are

Tritax Symmetry is the development arm of Tritax Big Box REIT plc, a FTSE 250 company with a £5.06b portfolio. We are committed to delivering high quality sustainable logistics buildings with an unrivalled choice of locations and scale across the UK.

Our buildings are large scale commonly referred to as 'Big Boxes' and built for a variety of occupiers from large multi nationals like Amazon to high growth start-ups like Butternut Box.

We are dedicated to achieving carbon neutrality on the construction of all new buildings and are committed to best-in-class sustainable construction methods that will give customers the operational advantages they demand.

Tritax Big Box REIT plc is the only listed vehicle dedicated to investing in very large logistics warehouse assets in the UK and is committed to delivering attractive and sustainable returns for shareholders.

It does this by investing in and actively managing existing logistics buildings, developing new logistics assets and securing land suitable for logistics development. Strategic land is at the core of our business model and key differentiator from competitors. Over the past 25 years we have built up the largest land logistic land portfolio in the UK comprising c.4,150 acres, capable of accommodating over 40m sqft of B8 logistics space.



# The Business

Our goal is to take a long-term, considered and collaborative approach that creates success for our customers, partners and local communities as well ourselves, all whilst minimising impact on the environment.

## Strong customer relationships

Building strong customer relationships, gives us insight into their businesses to help advise on their needs and inform our decision making.

## Supporting our local communities and society

Our developments provide jobs, training and socio-economic growth opportunities for people in the surrounding areas. Going further our Community Benefit Fund gives back to every community. Each newly created Symmetry Park will have its own

fund which is used to benefit local community charity and not for profit groups and initiatives.

## Wellbeing

We've committed to providing a package of facilities on Symmetry Parks where our customers and the general public can contribute to their own wellbeing. Many parks will feature a combination of Social, Trail and Fit Zones to encourage employees to take time out and give time to activity and mental well being.

## NetZero Carbon In Construction

All new buildings are developed to net zero carbon and we source materials in a way that helps minimise impact on the environment and local community.

# Our People

## Andrew Dickman : Managing Director

Andrew is a Chartered Surveyor. He has over 30 years of commercial property experience He specialises in delivering cradle to grave property strategies to maximise profit and minimise risk.

Andrew established the Manchester office in 2012, to capitalise on development and the repositioning opportunities in Northern England and Scotland. Andrew has a long track record of successfully delivering multi-phase developments.

Andrew was formerly a Director of Savills and Partner for Fuller Peiser.



## Ben Sanders : Construction Director

Ben has over 27 years of practical construction knowledge and experience. He has delivered many industrial and logistics projects throughout his career while managing large and diverse teams.

Ben joined from SEGRO where he was involved in multiple projects across Greater London, working with development managers to fulfil the technical, demolition and construction elements of new, single-unit and multi-unit schemes.

Ben is based in the Northampton office.



# The Role

A competitive package is available for the successful candidate with opportunities for career progression and unlimited bonus potential.

Based in the Manchester Office with regular travel to sites.

## Employee Benefits The Basics

- 29 days leave per annum
- 6.2% of salary contribution to private pension of choice
- Health insurance
- Life assurance
- Permanent Health Insurance (Income protection)
- Annual Health Assessments
- Regular group training sessions and seminars

## Purpose of the Role

Working with the Development team, you will oversee and integrate the Project Management, design, delivery and cost management related to the procurement and construction of multiple developments across the North region.

Reporting to the Construction Director, you will be responsible for strategic planning with structured design and technical coordination to convert a development brief into a de-risked deliverable solution. You will oversee the implementation through securing necessary consents and the expert management of the external consultant team and building contractor, utilising company procedures and protocols.

## Role Definition

This role is critical to the management of risk and the successful delivery of the development programme with key deliverables to include:

To work collaboratively with the Development team during the preplanning phase in the strategic management of infrastructure requirements, including its phasing and optimisation and preparing costed deliverable solutions that inform appraisals and planning strategy.

- To meet the development standards, objectives and commercial requirements and to manage and co-ordinate the specialist design, cost, procurement and construction phase of a project from its development brief stage to construction to completion and hand over.
- To operate within and fully adhere to brand design guidelines, company procedures and protocols and develop the same in conjunction with the Construction Team, identifying opportunities to improve and create efficiencies in processes.
- Responsible for identifying and managing project risks and opportunities which could impact cost, time, quality and deliverability of the project, contract negotiations and contract forms.
- Responsible for co-ordination of required project resources including managing the process of consultant selection and appointment and managing the external fee budget.
- Responsible for delivering the sustainability strategies for the developments to accord with company policy.
- Working with a specialist supply chain to design and deliver energy strategies for each development with a key focus on green and renewable energy initiatives.
- Ensure compliance with the brief and the requirements of the customer
- Comply with the requirements of the Local Authority and all authorising statutory bodies

## Key Capabilities

This is an excellent opportunity to become a fully integrated part of a dynamic, collaborative team of driven property development professionals with the highest professional standards at a time of growth and expansion.

You will have a wide-ranging role and a clear path to progression within the company, based on the results you deliver along with some excellent rewards and recognition along the way.

- Good experience of infrastructure delivery and logistics commercial property development from inception through to completion
- Expertise in planning processes and construction procurement (design and build)
- Experience in consultant appointment documents and related legal framework
- Detailed knowledge of regulatory and commercial requirements and legal framework relating to off-site infrastructure
- Detailed experience and knowledge of JCT Design and Build form of contract
- Detailed knowledge and proven capability of mitigating construction risk with emphasis on ground engineering, earthworks and drainage solutions
- Wide-ranging property and occupier contacts, relationships in your network
- Proven report writing and presentation skills
- Previous experience of leading and motivating teams

## Candidate Profile

- You be professional and have a positive approach with strong leadership skills.
- Tenacious with a will to succeed.
- The ability to build strong relationships and communicate effectively and confidently at all levels with a range of stakeholders is essential.
- Ability to work collaboratively with colleagues and having a strong team ethic.
- Highly organised, excellent attention to detail and problem-solving skills.
- A flexible attitude to work as well as being able to remain calm under pressure, and achieve targets,
- Experience of delivering and managing high-quality customer service is essential, whilst contributing to and upholding the reputation of the organisation.

## Qualifications and Technical Abilities

- Full driving licence

# Your application

## How to apply and what your application should include

All applications should be directed to the recruiter Simon Chevis.

Please see the contact details below to arrange a confidential discussion:

[schevis@macdonaldandcompany.com](mailto:schevis@macdonaldandcompany.com)

T:+44 (0161) 607 5087

A CV, which provides details of your qualifications, employment history, skills and experience.

Names of at least two professional referees who may be contacted at short list stage, i.e., before final interview;

No checks will be undertaken without your prior knowledge

If you have any questions about the appointment or the process, please do not hesitate to contact Simon Chevis.

# Contact us

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