

# Associate Planning Director Manchester

Candidate Pack



A TRITAX BIG BOX COMPANY

# Tritax Symmetry

## Who we are

Tritax Symmetry is the development arm of Tritax Big Box REIT plc, a FTSE 250 company with a portfolio value of £6.5bn. 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 clients 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 clients 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 logistic land portfolio in the UK comprising c.4,150 acres, capable of accommodating over 40m sq ft of B8 logistics space and residential.

## The Business

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

### Strong client relationships

Building strong client 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 clients 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 wellbeing.

### 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 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 succeed together

We do what we say we do

We see everything through to the end

# 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. You will be required to travel to the Northampton office on occasion and also to sites on occasion.

## Purpose of the Role

The successful candidate's primary role will be to assist the Planning Directors and Development Directors in the full development process: from the identification and initial planning appraisal of new opportunities; promotion of schemes through the planning process; and discharge of conditions to enable delivery of buildings.

## Role Definition

- Engaging with our consultant teams and taking responsibility for aspects of each scheme including preparing Local Plan representations, planning applications and condition discharge applications
- Reviewing potential development sites; adopted and emerging Local Plan designations and timings, employment land supply and site constraints (ecology, flood risk, landscape etc) to identify opportunities and determine the development potential of land
- Preparing concise / detailed Site Appraisals, setting planning strategies and timings for delivery of projects
- Reviewing and commenting on reports, surveys and assessments, and feeding back comments to team members in a timely manner
- Attending Local Plan Examinations and reporting back
- Input into and attending public consultation events and promoting the benefits of a scheme to the local community / members of the Council.
- Undertaking site visits

## Key Capabilities

We welcome applications from candidates from all planning backgrounds who have a desire to be involved in the development process.

This is a fast paced environment and the ideal candidate will enjoy a challenge. You will need to have a good knowledge of the planning process, the ability to engage with consultants and manage a varied and changing workload, an aptitude and desire to learn and an ability to self-manage. Experience of the DCO planning process would be advantageous but is not essential.

In return, we will provide full support to develop your skills and further your career with the aim of ultimately taking full responsibility for projects from inception to completion.

# Candidate Profile

- Professional , organised and persuasive with a desire to succeed.
- Strong ability to build relationships with people and work well as part of a team.
- Tenacious and the ability to think strategically and creatively to solve complex problems.
- Strong experience of the planning and development process
- Excellent report writing skills, organisation and time management
- Ability to multitask, work under pressure and work on a number of different challenging projects at once
- Prior experience of project/programme planning and managing of consultant teams would be useful
- Resilient, adaptable and above all keen and enthusiastic
- Lateral and clear thinking with a focused approach

## Qualifications and Technical Abilities

- RTPI qualified
- Full, clean driving license

# Employee Benefits

## The Basics

- Uncapped discretionary bonus based on company and individual performance
- 29 days' leave per annum
- 6.2% of salary contribution to private pension of choice
- Health insurance for you and your dependents
- Life assurance
- Permanent Health Insurance (Income protection)
- Annual Health Assessments
- Regular group training sessions and seminars
- Quarterly team events
- Two volunteering days per annum

# Our People

## Dave Travis: Head of Manchester Office and Development Director

Dave joined in February 2024 and is a qualified Chartered Surveyor with more than 16 years' experience in full-cycle property development, strategic land promotion, property regeneration and asset/investment management across all major real estate asset classes; delivering some of the largest property development and regeneration schemes throughout the UK.

Dave is responsible for leading our Manchester Team, overseeing the smooth running of our existing projects within the region and proactively seeking new land and development opportunities throughout the Midlands, Northern England and Scotland.



## Jonathan Dawes: Head of Planning

Jonathan joined in 2007 from Reading Borough Council and has over 16 years of experience in taking major residential, commercial and mixed-use schemes through the planning system. He is responsible for establishing and managing the planning strategy for strategic land holding from acquisition through to disposal. Jonathan is based in the Northampton office.



## Sinead Turnbull: Planning Director

Sinead is a qualified Town Planner with 15 years' experience in land use planning across a wide range of residential and commercial sectors in both the public and private sectors. Having joined the company in 2020 she previously headed the Rugby office of DLP Planning Ltd and held roles in Local Authority planning departments in the Northeast and Midlands. Sinead is based in the Northampton office.



# Your application

## How to apply and what your application should include

All applications should be directed to Sarah Shaw at Cobalt Recruitment.

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 Sarah at [sshaw@cobaltrecruitment.com](mailto:sshaw@cobaltrecruitment.com)

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