

Job title: Senior Design Manager

Line manager: Head of Design (Projects)

Grade (if applicable): 1

Direct reports: Assistant Design Manager



Role Purpose:

Leading the design responsibility for a portfolio of schemes across Peabody's operating regions - from concept to completion as a proactive co-driver to the Project Lead. Balancing, implementing and evolving programme-related work to optimise successful ways of delivering great projects – collectively prioritising safe, sustainable, inclusive, desirable and viable new homes for Peabody's customers.

Key results:

- Provide design direction to the emerging project/design briefs, ensuring the adherence to design standards, procedures and project cost plans are met in addition to capitalising on great, unique project opportunities. Utilise and obtain empirical feedback and data to form and communicate consistent Peabody stances on successful / unsuccessful design processes and outcomes.
- Take ownership and provide direction for the Project Lead and broader team in appointing and managing external professional consultants and suppliers (monitoring performance and scopes of service) ensuring successful project delivery as well as informing our evolving generic standards and procedures, with focus on consultant frameworks, scopes of service, appointment processes, and briefing templates.
- Provide design direction as a proactive 'co-driver' to the Project Lead and broader team in alignment with the Operating Framework, Development Management System and Design to Construction Procedures as well as any other relatable activities such as briefing, design management, procurement, programme, risk-management, tendering and buildability.
- Whilst promoting a proactive co-driving approach, support or provide derogation judgments on schemes – ensuring that cumulative design derogations do not, on balance, place the overall quality of a scheme in jeopardy – in advance of these being assessed at formal governance forums. Lead on design audits and reports to ensure objectives are being benchmarked and maintained as well as progress being communicated appropriately. Ensure all design decisions are suitably documented and any deviations from standards are formally agreed and recorded in a consistent manner.
- Take cognisance and ownership for the implementation of safe, sustainable, inclusive, desirable and viable new home priorities as well as other relevant developing strategic objectives (such as implementing structured Information Management and evolving Modern Methods of Construction) enabling the successful adoption and delivery of designs that are innovative, optimised, highly focused in line with cost benchmarks and the broader regulatory context.

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Success metrics:

- Uphold Peabody's ethos of quality, longevity and customer-centric developments whilst achieving excellent design quality and managing risks in the design, planning, tendering, procurement, contract formation and change control of schemes and projects.
- Establish and maintain professional working relationships with internal and external stakeholders, representing both Peabody and the design function, considering that each opportunity may be a possible recruitment drive and partnership-building exercise.
- Proactively link the design development of our schemes with the relevant internal and external stakeholders so that there is a balanced but not onerous approach to consultation and alignment of ambition and intent, managing expectations and providing explanatory context in this regard. Oversee feedback from these key stakeholders relating to scheme success and translate any lessons learned into the generic change control process.
- Have a leading role in managing and coordinating all of Peabody's internal (project related) design review forums and governance gateways, by ensuring both projects and forums are suitably managed through the process, supporting the creation and presentation of projects' progress. Ensure stakeholder management and due diligence across the portfolio.
- Have a leading role in managing and coordinating the Design Standards & Innovation Group, including proactively presenting and publishing evidence-based design studies to demonstrate the need for changes to standards, with appropriate due diligence having been carried out and consulted on.
- Lead areas of study and analysis to qualify new Peabody preferences and stances as well as benchmarking existing ones, supporting the evolution and innovation of generic standards and procedures to align with industry best practice and Peabody's business objectives, including the collaboration with other relevant internal business stakeholders.
- Management of design personnel to add value at key project and programme touchpoints, developing and retaining top talent to continually improve performance and foster a culture of ambition and meaningful work in line with Peabody's vision and values.
- Promote a positive health and safety culture, ensuring that activities carried out under your control or influence are in accordance with Peabody Health and Safety policies and particularly in the application of our duties under the CDM regulations and the Building Safety Act, throughout the life of projects.

About you:

- You are an advocate for the value of, and contribution made by, good design decisions in the deployment of scarce time and money resources. You can pro-actively and coherently communicate this message with credibility at senior level and throughout the industry.
- You have an ability to lead and motivate the heads and hearts of a discerning team of highly qualified and motivated professionals and focus their work and talents towards achievement of the organisation's goals and development strategy.
- You are confident in working collaboratively with all parts of the business – balancing consensus with achievement of business goals – and knowing when reasonable decisions can be made.
- You are an inquisitive and strategic thinker – challenging yourself and your team to find innovative and accurate solutions to complex situations – with an ability to provide comprehensible directions and step-by-step guidance to those who need it.

You will have:

- You are a registered or chartered construction professional with an architecture, engineering or other design discipline background and qualification. You can demonstrate significant achievements and added value on past projects that you have led and contributed to.
- You have an appreciation of detail and its influence on overall design quality but will have an ability to describe this in terms of time, cost, risk and opportunity to less technical stakeholders.

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