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| Position Title: | Design Manager | Date Finalised/Last Reviewed: | July 2018 |
| Function: | Development  |
| Reports to: | Development Director |
| Direct Reports: | n/a |
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| [Job summary/purpose:](#Job_Summary" \o "Summarise in 2-6 sentences the primary reason why this position exists and what defines success)  |
| Deliver the highest quality of design standards and innovation for the BU. To be the leader in future trends and to help optimise processes from land buying to procurement and delivery and beyond. Co-ordination of objectives between departments is key to undertand oppoprtunties and constraints for delivery of results. To be a leading role for the BU to curate interesting and sustainable places which integrate with the community.  |
| **[Primary responsibilities:](#Primary_Responsibilities" \o "Include the key actions, behaviours and deliverables required in this position)**  |
| Design * Throughout the development process, identify and implement ways to add value through design and specification
* To be a leading innovator and expose the Business Unit to new design concepts.
* Review and optimise consented schemes for land bids.
* Assist pre-app discussions and early feasibilities from a design perspective.
* Provide effective briefs and scopes for design consultants as well as managing their appointment documents and assist in effectively budgeting for fees.
* Critically analyse design at each stage, particularly stage 3 and tender/contract drawings, to optimise unit layouts.
* Design, co-ordinate and implement an approvals process between departments for all apartments and own all design standards, including interiors, for residential, commercial, retail and other uses.
* Create and manage an effective process to review, update and regulate TWCL Design Standards.
* Identify purchaser/market trends in style and technology including manufacturers.
* Assist PMs in reviewing consultant and contractor design proposals
* Assist PMs in selecting, appointing and performance managing design teams
* Ensure the TWCL brand is appropriately represented in design and specification of the built environment
* Ensure correct message for brochure, model and specification.
* Act as the principle client lead on design matters for external supplier of models, renders, CGIs and other selling tools, ensuring that specification is correct and consistent
* Ensure consistency across all projects in relation to best practice and lessons learnt
* Manage and integrate into design standards all Technical Bulletins issued by TW Group
* Assist PM’s in management of consultants
* 3-5 years PQE.
* Architectural or design qualifications are desirable.

Placemaking * Expert understanding of who our customers are and what communities we want to create.
* Expert understanding of the market that we operate in but not necessarily from a luxury Central London residential developer perspective.
* Create workable ideas for great placemaking.
* Write a clear and effective brief, such as a Retail Design Guide, in liaison with the design team and commercial agents.
* Understand community engagement drivers and deliverability of concepts in conjunction with LA and other stakeholders.
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| **Key** [**business relationships:**](#Business_Relationships) |
| Internal: Commercial Director, Head of Commercial, Projects Director, Head of Project, Sales Director, Head of Sales, Head of Marketing, Head of Customer Relations. External: Architects, Urban Designers, Suppliers, Contractors, QS, Branding agencies, Sales agents.  |
| **[What are the measures of success for this position?](#success" \o "e.g. Reduce employee turnover from X% to Y%)**  |
| * Strong consistent design with buy in from all relecant departments
* Effective management of the design and innovation process.
* Maintaining a cost and fee budget effectively
* Undertstanding future trends and to lead TWCL product into the future.
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| **[Experience, Qualifications, Technical Requirements, Education](#Experience_Qualifications" \o "e.g. Secondary/High School, First degree, Post-graduate education; years of post-qualification experience) Required/Preferred** |
| RIBA | Preferred |
| MCIOB | Preferred |
|  Other design qualifications  | Preferred |
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| **Key Competencies:** |
| Make informed decisions | Leading Teams |
| Be well planned and organised | Leading Teams |
| Communicate well and collaborate | Leading Teams |
| Be passionate about customers | Leading Teams |
| Develop good relations and act with integrity | Leading Teams |
| **Internal Applicants – Please inform your Line Manager if you wish to apply for this role** |