Key facts

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| Job title: | Managing Director | Location: | Cannock, Staffordshire |
| Business: | North Midlands | Report to: | Divisional Managing Director |

The purpose of the role

To lead the business unit, ensuring that short and long term targets are achieved and business operations support the Taylor Wimpey Business Strategy.

Drive a continuous improvement, customer centric agenda, challenging the status quo and proactively identifying operational enhancements.

Ensure that the business is bought into and clear about the company direction. Build sustainable performance by raising the bar in people capability and ensuring that the quality of talent within the business unit is able to deliver its future requirements.

Key accountabilities

**Business Performance & Growth**

* Effectively manage the business unit to achieve the financial and non financial targets agreed, ensuring decisions are taken in the best interest of the group.
* Critically assess, acquire and develop land opportunities to ensure a sufficient pipeline to achieve divisional growth plans.

**Leadership and Culture**

* Provide strong and inspiring leadership across the business unit.
* Drive employee engagement through a collaborative and empowering leadership approach.
* Drive sustainable performance through active ownership of the talent and performance management agenda for the business unit.
* Develop high performance teams by ensuring the recruitment, development and retention of high potential people within leadership roles.

**Operational Excellence**

* Drive a culture of continuous improvement and innovation within the business unit ensuring practises and processes are regularly reviewed, enhanced and optimised.
* Maintain a close working relationship across the business unit by regularly undertaking site visits.
* Ensure all current and new H&S standards are adopted and actively maintained in line with our strategic goals and regulations, and that all employees remain safe at all times.
* Ensure awareness of political, industry related and environmental developments which may impact TW.

**Customer Delivery**

* Embed and drive a customer focused culture by driving sustainable improvements and sharing best practises as a consequence of customer feedback and insight.
* Drive a continuous improvement culture which improves the customer experience and responds to consumer trends locally.

Key Competencies

**Leadership** – embraces responsibilities fully, develops potential and inspires people to follow.

**Strategic Thinking** – identifies future needs and is proactive in progressing from current practices.

**Customer Focus** – develops and inspires strong long term working relationships with all stakeholders, internal & external.

**Communication** – persuades, influences and inspires others, gaining agreement and acceptance even from those who are not direct reports.

**Teamwork** – manages a strong team work, promoting shared values with the ability to get the best out of others, whilst participating fully.

**Commercial Acumen** – Identifies and creates value at every opportunity

**Integrity** – says the right thing and does what is said.

**Continuous Improvement** –challenges, evaluates and reviews existing practices with a view to improving on cost and other efficiencies; acting as a catalyst stimulating others to change.

Key experience

* Proven experience in land acquisition and planning.
* Effective understanding of a further operational function e.g. finance, sales etc.
* Ability to establish a strategic plan for the business and to deliver it
* Entrepreneurial skills, breadth of view beyond traditional approaches
* Strong networker, totally committed to community involvement
* Land acquisition skills
* High standard of financial literacy & analytical skills
* Considerable drive and energy

Primary network: who you will work with

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| --- | --- |
| Internal: | Chief Executive Divisional Chairman  DMD Director of Health and Safety  Strategic Land Head of Planning  Other MDs Customer Director  BU Team Legal Team |
| External: | National and local Government representatives  Land Agents  Industry Body representatives  Local community members |

If you would like to be considered for this role please send your CV to Anne Billson-Ross,

Group HR Director [Anne.BillsonRoss@taylorwimpey.com](mailto:Anne.BillsonRoss@taylorwimpey.com) by Friday 29 May 2015.