



**JOB DESCRIPTION:
LAND and PLANNING
GRADUATE**

Job title	Land and Planning Graduate
Department	Land & Planning
Responsible to	Land Director
Location	Office based, Newbury

POSITION SUMMARY

This graduate role is a comprehensive training programme into land and planning. It will offer graduates with a strong commercial grounding and an introduction into housebuilding, as well as the opportunity to complete their RICS/RTPI charterhip under the guidance of our Senior Leaders.

KEY WORKING RELATIONSHIPS

Senior Land Manager, Land Director, Strategic Land Director, Planning Director, Planning Manager & Regional Departments, Key external stakeholders such as Local Authorities, Land Agents, Landowners, Consultants and Lawyers.

PROGRAMME OVERVIEW

This graduate role is aimed at providing you with a “hands-on” experience and an in-depth knowledge into strategic and short-term land, including the processes behind acquiring land, strategic searching and identifying new land opportunities, whilst developing a wider understanding of house building. You will have the opportunity to spend time in other regional departments, such as Sales and Marketing, Commercial, Construction, Technical and Design and Group Support all aimed at increasing your business acumen required for a role in the land and planning department.

You will be mentored by Senior Leaders within the business, who will monitor your progress and provide you with support. You will be fully supported and fully funded in achieving your RICS/RTPI accreditation should you wish.

Graduates will work on different projects during their 2 years and will be given a full review of their performance which will contribute to an overall portfolio of their development.

MAIN DUTIES

- Gain an understanding of the company’s land and planning requirements.
- Gain an understanding of the planning processes including strategic planning promotion and planning applications
- Understand the organisational structure and processes
- Identify various suitable land opportunities
- Perform planning and financial appraisal work on new land opportunities
- Present land opportunities for consideration
- Procure proposals from internal and external consultants to prepare land offers
- Co-ordinate and plan meetings as required
- Assist with preparing land acquisition packs for Board approval
- Progress secured sites through to contract exchange and legal completion
- Assist with all planning matters from site acquisition through to securing a planning permission and onto delivery.
- Develop excellent networking skills both internally and externally
- Raise commercial, business and financial awareness

- Develop personal effectiveness skills such as time management, influencing and negotiating, problem solving, decision making, assertiveness and tenacity
- Develop business acumen
- Assisting with site visits, land identification and land appraisals
- Contribute to the preparation and submission of tasks
- Build a knowledge of the geographical area and continuing industry developments
- Support the Regional Land & Planning team in purchasing of land for residential development, to meet the Company targets
- Develop competencies of your role within the Land team
- Undertake projects based on an improvement area identified during the land Graduate programme

ADDITIONAL DUTIES

- Continually contribute to a personal development plan as agreed with your mentor
- Attending meetings that may be necessary in the performance of your duties
- Complying with and upholding the Bloor Homes company policies and procedures
- Undertaking any additional tasks as may reasonably be required from time to time.
- Be willing to travel around the UK and are happy to stay away from home for extended periods of time.

It is a requirement of Bloor Homes that all staff work in a flexible manner compatible with their job and in line with the objectives of the company. Please note that the job description for this position may be reviewed and amended to incorporate the future needs of the business.