

Role outline & Purpose

Director of Development and Corporate Property

Purpose & Vision

Camden is a borough defined by its commitment to social justice and community-led change. In 2022, we launched We Make Camden, a bold, shared vision for the future—one that puts power in the hands of our communities and fosters deep collaboration across sectors.

As a purpose-driven, mission-oriented organisation, Camden is focused on four cross-cutting Missions that guide our work. These Missions demand innovative thinking, strong partnerships, and the creativity and insight of our residents. We're reshaping our leadership to reflect this ambition—creating space for bolder ideas, deeper community engagement, and more purposeful collaboration.

Investment, Place & Opportunity: Summary of Directorate Purpose

This directorate is focused on creating a vibrant, inclusive, growing and sustainable Camden. Its mission is to:

- Foster healthy, safe, and resilient communities.
- Enable a thriving local economy.
- Maintain and develop corporate and commercial assets.
- Deliver new affordable housing.
- Transform housing estates and public spaces.

About the Role

The Director of Development and Corporate Property plays a pivotal role in delivering Camden's ambitions. You will lead:

- The Community Investment Programme (CIP) – our award-winning, self-funded regeneration programme. To date, CIP has delivered over 2,000 homes and invested £1bn into housing and community infrastructure. In total CIP will deliver 4,850 homes—including 1,800 at social rent—through a £2.3bn investment, with support from the GLA. You will lead a service of c70 multi-disciplinary built environment specialists including Development Teams, a Programme Management Office, a New Homes Customer Care Team, a New Homes Sales Team and a CIP Improvement Team
- Commercial and Corporate Property Portfolios – managing a diverse estate which generates c£23.5m per annum and includes high street shops, prime central

London assets, and community/VCS properties. You'll drive commercial returns, reduce costs, and identify opportunities for development and disposal. The service includes c40 staff across Assets, Strategy and Valuation, the Corporate Accommodation Team and Telecoms.

- Facilities Management – overseeing c200 staff and a £20m budget to deliver engineering services, cleaning, security, compliance, and catering across schools, corporate sites, and commercial properties.

This is a complex, high-impact role that blends commercial acumen with a deep commitment to social outcomes. You'll lead a substantial team and work closely with residents, politicians, and partners to co-design and deliver projects that transform lives and places.

We're seeking a strategic leader with:

- A proven track record of delivering large-scale, multi-million-pound development and regeneration programmes.
- Strong commercial expertise, particularly in managing investment portfolios and development partnerships.
- A passion for social change and a commitment to inclusive, community-led development.
- The ability to influence and inspire across sectors—from residents and councillors to private developers and government bodies.

This is your opportunity to shape Camden's future—delivering homes, places, and services that reflect the values and aspirations of our communities.

Director of Development and Property: Job specific accountabilities

Reporting to the Executive Director of Investment, Place and Opportunity, you will:

Strategic Leadership

- Shape and deliver Camden's We Make Camden vision through development, regeneration, and property strategies.
- Lead the Community Investment Programme (CIP) and other major capital projects, ensuring alignment with Camden's social, economic, and housing goals.

- Develop strategic partnerships to expand Camden's development capacity and influence.

Regeneration & Development

- Oversee all phases of regeneration and major projects—from community engagement and construction to marketing, post-sales, and evaluation.
- Ensure projects support Camden's capital and revenue budgets, delivering both financial and social value.
- Drive innovation and whole-system thinking in regeneration, ensuring projects are inclusive, sustainable, and community-led.

Property Strategy & Asset Management

- Lead Camden's valuation services, ensuring best consideration for property assets and compliance with housing legislation (e.g., Right to Buy).
- Challenge and optimise the use of council assets, identifying opportunities for income generation, capital receipts, and cost savings.
- Develop and implement a strategic plan for Camden's operational estate, ensuring buildings are fit-for-purpose, efficient, and inclusive.
- Advise Members and officers on property matters, legislative changes, and best practice.

Commercial Portfolio & Investment

- Manage Camden's commercial property portfolio, maximising returns and diversifying the estate.
- Lead business planning for commercial investments, setting and delivering financial and operational targets.
- Oversee contracts and relationships with investment property partners.

Sustainability & Compliance

- Develop sustainable property policies aligned with Camden's zero-carbon aspirations.
- Ensure statutory compliance across all council buildings, including health and safety, maintenance, and accessibility.
- Lead forward planning for preventative maintenance and capital investment.

Facilities Management

- Deliver high-quality FM services across corporate properties, schools, and commercial sites—including engineering, cleaning, catering, and security.
- Ensure buildings meet disability access standards and customer needs.
- Oversee renovation, decant, and maintenance projects across the estate.

Performance & Culture

- Establish robust property performance monitoring and reporting systems.
- Foster a high-performing, collaborative, and integrated property team.
- Champion best practice, innovation, and resident-focused service delivery.

Service Areas:

- Housing Regeneration and Development
- Asset Strategy and Valuation
- Facilities Management

Director of Development: Person Specification

We're looking for a visionary leader who brings:

- A strong track record at director level in local government or a comparable sector.
- Extensive experience in leading complex, mixed-use development and regeneration programmes.
- Proven success in managing major capital projects and multi-million-pound budgets.
- Deep expertise in commercial development agreements and private sector partnerships.
- Experience in developing and delivering corporate and commercial asset strategies.
- A commitment to diversity, inclusion, and community empowerment.
- Alignment with Camden's values and the ambitions of **We Make Camden**.
- A history of challenging conventional thinking and driving innovation.

- Strong organisational achievements and cultural leadership.
- Insight into the political, social, and economic landscape of Camden and London.
- Excellent analytical and problem-solving skills.
- Experience leading organisational change in large, complex environments.
- Ability to evaluate projects and use evidence to drive continuous improvement.
- A background in capital development and major construction project delivery.