

# It Takes A City Community Land Trust

## Job Description

**Job Title:**

Development Lead

**Location:**

Cambridge office (TBC), with regular travel to project sites in Cambridge, Bristol, Leeds, and other towns/cities across England. Up to three days per week can be worked remotely.

**Salary:**

£40,000–£45,000, plus pension contributions.

**Contract:**

Fixed-term until December 2027 (renewal dependent on funding). Full-time (35 hours/week), Monday–Friday.

**Reporting Line:**

Reports through the Chair of It Takes a City Community Land Trust to the Board.

**Start Date & Eligibility:**

Available to start Autumn 2025; must be eligible to work in the UK without sponsorship.

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### About It Takes A City Community Land Trust (the CLT)

the CLT is part of a wider programme working towards ending homelessness by developing supported housing communities in Cambridge and across the country using Modern Methods of Construction (MMC). Building on Allia Future Homes' (AFH's) legacy—which delivered 36 homes across three communities (two six-unit schemes in Cambridge, 2020, Wisbech, 2022, and a 24-unit site in Chelmsford, 2025)—the CLT opened Joy's Corner (a four-home Cambridge community) in December 2024. AFH's work has inspired similar projects around the UK. Over the next two years, the CLT aims to deliver at least six more such communities (three in Cambridge; at least three in other towns/cities, including Bristol and Leeds).

The CLT works in wide partnership through all stages of development and operation, keeping its own organisation small and agile.

The CLT is working towards a continuing programme of scheme delivery, working with a selected group of contractors and partners, to give economy of scale across a number of small schemes.

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### Role Purpose

As Development Lead, you'll drive each project from site identification through to occupation, ensuring schemes are delivered on time, on budget, and to high quality standards. Specifically, you'll:

- **Partnerships and collaboration**
  - Familiarise yourself with the wide range of partners working with the CLT, who are contributing to all stages below.
- **Site Identification & Feasibility:**
  - Build on the preliminary site assessments already completed in Cambridge (at least three identified for immediate handover) and the single sites in Bristol and Leeds.
  - Identify and assess additional deliverable sites in Cambridge and in other towns/cities across England.

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- Prepare feasibility reports covering site capacity, high-level cost estimates, programme timelines, and risk assessments.
- Assist the Board and its legal and commercial advisors with negotiations with landowners and other third parties relevant to each scheme
- Develop and maintain a report showing progress with each potential site, and its likely delivery timeframe.
- **Planning & Funding:**
  - Lead planning applications—aiming for at least three permissions by Q2 2026—in collaboration with planning consultants and local authorities
  - Develop detailed budgets, cashflows, and funding bids (grant proposals, private-sector sponsorship) to secure capital.
  - Coordinate design inputs with architects, engineers, and MMC manufacturers to ensure each community meets local requirements and MMC best practice.
  - Assist the Board with the selection and appointment of construction Project Managers, main contractors, MMC suppliers and consultants, ensuring robust contract documentation and clear scope definitions.
- **Construction Oversight:**
  - Work alongside appointed Project Managers to monitor technical progress, cost control, and risk mitigation throughout construction, ensuring build quality, efficiency, and value for money.
  - Provide regular written updates (monthly progress reports, risk registers, budget variance analyses)
  - Ensure all related scheme elements for successful operation are identified and delivered
- **Partnership Building & Knowledge Sharing:**
  - Cultivate strong relationships with local homeless charities, support-service agencies, housing associations, MMC suppliers, and pro-bono specialists.
  - Document lessons learned and contribute to the CLT's "Blueprint" resources, delivering periodic presentations or workshops to internal and external stakeholders to promote best practice.
- **Learning and improvement:**
  - Ensure transparent decision-making and continuous improvement.

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## Person Specification

### Essential:

- **Development & Project Management:**

Minimum 3 years' experience in residential or mixed-use site development, including feasibility, planning, procurement, and construction oversight to successful completion.
- **Technical MMC & Planning Knowledge:**

Practical familiarity with Modern Methods of Construction (or clear aptitude to learn quickly) and a strong understanding of UK planning processes, site appraisal, and cost modelling.

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- **Results-Driven & Resilient:**  
Self-starter with a “can-do” attitude, comfortable under pressure, and able to navigate obstacles independently.
- **Exceptional Relationship Builder:**  
Excellent interpersonal skills; able to build trust and collaborate with charities, suppliers, contractors, and local authorities.
- **Strong Communicator:**  
Clear, concise written and verbal skills; able to draft professional reports, funding applications, and deliver compelling presentations.
- **Financial Acumen:**  
Proven ability to develop and manage project budgets, cashflows, and cost schedules (Excel proficiency required).
- **Team Player:**  
Willingness to collaborate, share expertise, and contribute positively to a small, nimble team.
- **Travel Flexibility:**  
Willingness to travel regionally (e.g., Bristol, Leeds) for site visits and partner meetings.
- **Eligibility & Availability:**  
Eligible to work in the UK without sponsorship; available to start Autumn 2025.

### Desirable:

- Qualification in Property Development, Construction Management, Architecture, or related field.
- Experience in the supported/social housing sector (homelessness charities, housing associations, CLTs).
- Track record securing grant funding (e.g., Affordable Homes Programme, Rough Sleeping Accommodation Programme).
- Familiarity with project management tools (e.g., MS Project, Asana, Monday.com).
- Existing network of MMC suppliers, planning consultants, and construction professionals.

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## How to Apply

Please submit your CV and a covering letter (max 2 pages) by 18 July 2025 to: Chris Jenkin, Chairman of It Takes a City Community Land Trust [chris@itacclt.org.uk](mailto:chris@itacclt.org.uk)

Your covering letter should include:

1. Why you're passionate about ending homelessness through modular housing.
2. How your background meets the essential criteria.
3. Any MMC, planning, or partnership successes.
4. Your earliest available start date and salary expectations (within £40k–£45k).

**Interviews may be conducted on a rolling basis so early submission is an advantage.**

The CLT is an equal-opportunities employer and welcomes applications from all communities.