**STRATEGIC DEVELOPMENT SURVEYOR**

**GRADING CRITERIA**

The post is a career grade, Local Grade 10 – Local Grade 11. Appointment and advancement between the grades will be subject to the grading criteria set out below. Progression within each grade will be on the basis of annual increments until the maximum of the grade is reached.

Meeting the level of competency for advancement through the grading structure

In order to progress through the grades, the post holder must demonstrate that they are competent to carry out the duties associated with that level of responsibility.

Appointment at Local Grade 10:

The appointee will need to demonstrate:

* Competence in communication skills in order to build valuable relationships with both internal and external customers.
* A background in commercial development and site planning.
* The experience to unlock site constraints
* An understanding of different sectors of the commercial and property market.
* Experience in financial appraisals and the development of deliverable business plans.
* A sound knowledge of Highways, Planning, Utilities and Legal issues.
* Ability to work at a Strategic and Operational level.
* Strong Negotiating and Influencing skills

Criteria for progression from Local Grade 10 to Local Grade 11:

The postholder will need to:

* Have the knowledge and experience to provide strategic development advice to senior officers and Members.
* Identify and deliver specific projects which will align with the objectives for the site.
* Create value and income through successful development.
* Develop a Masterplan for sections of the site.
* Develop marketing strategies for the site to increase the rate of development and lettings.
* Progress and coordinate the design stage of projects where the Council undertakes direct development, ahead of handing over to the delivery team.
* Be able to confidently communicate to Members, Senior Managers and Directors on a range of development matters at Daedalus.
* Successful development of a team of retained consultants to work at the site.

Appointment at Local Grade 11:

The appointee will need to demonstrate:

* Knowledge and skills in development matters and a sound background in commercial development and site planning.
* A high level of understanding of the development process both strategically and operationally.
* Outstanding interpersonal skills.
* A good degree of knowledge in Highways, Planning, Utilities and Legal.
* The ability to independently deal with work of a highly complex nature.
* Some knowledge of aviation