



Job Detail

(Overview, Role Detail and Person Specification)

Director of Capital Projects

Role Title: Director of Capital Projects

Reports To: Chief Infrastructure Officer

About Campus Connectivity Plan

At The University of Salford, we envision a transformative and dynamic campus environment that seamlessly integrates academic excellence, innovation, sustainability, and inclusivity. Our Campus Connectivity Plan aspires to create a vibrant and inspiring hub for learning, research, and community engagement, fostering a holistic educational experience for all.

We strive to cultivate a campus that embraces diversity and inclusion, fostering a sense of belonging for students, faculty, and staff from all walks of life. Sustainability lies at the heart of our vision, as we endeavour to build an environmentally conscious campus that serves as a model for responsible stewardship. Through green infrastructure, energy efficiency initiatives, and thoughtful landscaping, we aim to create a harmonious coexistence between our academic pursuits and the natural world.

Our vision extends beyond the physical infrastructure, emphasizing the integration of technology to enhance learning and research capabilities. We envision a digitally connected campus, where innovation and technological advancements propel us into the future of education. As a cornerstone of our community, the campus will be a beacon of knowledge, culture, and social responsibility. The plan will guide us in fostering collaboration, supporting interdisciplinary research, and creating spaces that encourage the exchange of ideas.

The Campus Connectivity Plan serves as a roadmap for realising our collective aspirations, creating a sustainable and transformative environment that prepares our students to excel in an ever-evolving world.

Role Overview

The post holder is accountable for the delivery of the Campus Connectivity Plan, including managing a team of external consultants in ensuring the plan accurately reflects the University's Strategic Objectives.

The role will require the post holder to have a thorough understanding of the management needs of the physical estate, ensuring a safe, legally compliant environment delivered within the financial and staff resources available.

Role Detail

Role Purpose

- Reporting to the Chief Infrastructure Officer, the Director of Capital Projects is accountable for the successful delivery of the Campus Connectivity Plan in addition to being the senior client lead for the multi-disciplinary delivery team
- A key part of the role is to provide professional advice to support the development and implementation of the plan
- The post holder is required to provide leadership and support, engaging with Schools and Professional Services to ensure that any requests/proposals align with the University's Strategic Plan
- To work with senior leaders to create an environment conducive to building business relationships with industry, stakeholders and others, that is consistent with the aims of the University

- To work in close collaboration with all senior staff, particularly the Chief Infrastructure Officer, to deliver an environment and services that enable excellent teaching and learning support, which is robust, resilient and cost effective in the delivery of the highest quality experience for students and staff
- To position the University as a central partner with public and private agencies in the intensive development of the wider city of Salford

Responsibilities

Principal Responsibilities, Accountabilities & Duties

- Reporting into the Chief Infrastructure Officer, the role holder will manage a team of external consultants formulating, implementing and managing the University's extensive redevelopment strategy.
- A key part of the role is overseeing change management activities associated with the Campus Framework to achieve beneficial outcomes and minimisation of disruption.
- To liaise with and brief the Associate Director(s) of Estates and Facilities on all aspects of the University's Campus Connectivity Plan.
- To liaise with the University's Finance and Legal and Governance departments advising on the development and production of corporate property strategies in line with the University's Procurement Governance and Public Procurement regulations.
- To be responsible for managing the Capital Projects Team including line management duties.
- To lead the development, implementation, monitoring and review of strategies relating to University redevelopment proposals
- To be accountable for implementing value management principles through the programme
- To be responsible for managing the communications strategy to deliver the best outcomes and achieve the organisations' aims and objectives.
- To work closely with the University Leadership Team to ensure that investments and projects contribute positively to the University's strategy.
- To lead on consultation and communication with internal staff (PVC Deans; Directors; Press Office etc), to ensure that joint communications regarding the Campus Connectivity Plan reflect the progress of delivery
- To support the Client team identifying specific development opportunities, packaging land and buildings accordingly.
- To forge collaborative working relationships with internal and external stakeholders in the development and implementation of the plan, including links that fit with the wider community regeneration agenda.
- Lead and manage internal and external partners to provide a professional working environment that enables and encourages partners to meet and exceed their potential
- Responsible for delivering the plan to predetermined cost, phasing, funding, timing and quality requirements.

- To deliver the new campus, which is flexible and responsive to the future needs of students; the agreed requirements of Industry Partners; and the wider objectives of the University.
- To investigate, explore and oversee joint funding opportunities
- To support the Client team in order to identify and foster place-making themes and projects associated with green infrastructure, arts and culture and neighbourhood services.
- Assisting in the formulation and implementation of strategies for rationalisation of the estate and potential disposals and acquisitions.
- To manage and develop relationships with key partners including regeneration agencies, developers, funders, designers, the community, tenants, transport providers and the local planning authority.
- Challenge investment proposals ensuring that investment decisions align with the University's strategic plan, and represent good value for money, ensuring that as far as can be foreseen they futureproof the University
- To oversee the redevelopment programme and future capital investment, aligning with the Universities long term affordability constraints
- To ensure that the capital investment in the plan meets the sustainability agenda of the University
- To assist the Director and Associate Director of Estates and Facilities on all procurement, logistics, governance, budgetary and planning matters with respect to the management and implementation of the plan
- To assist the Director and Associate Director of Estates and Facilities to improve the commerciality of the operation whilst considering the core needs of an educational institution
- To protect the future development of the University by embedding flexibility and adaptability as key elements of the plan
- To work collaboratively with all stakeholders to review the strategic character of the Estate and its future role, together with a review of potential new places, their location, size and functionality
- Ensure cohesion with the wider Salford and Salford City Council's local plans
- Comply with the personal health and safety responsibilities specified in the University Health and Safety policy.
- Engage with the University's commitment to put our students first and deliver services which are customer orientated, represent value for money and contribute to the financial and environmental sustainability of the University when undertaking all duties and aspects of the role.
- Promote equity and diversity for students and staff and sustain an inclusive and supportive study and work environment in accordance with University policy.

Person Specification

Qualifications

	The successful candidate should have:	Essential/ Desirable
1	Chartered professional qualification of a construction related professional body (e.g. RICS, CIOB, RIBA) or equivalent professional experience	E
2	Educated to degree level or equivalent or able to demonstrate equivalent substantial work experience.	E
3	Evidence of continuous professional development in the field of master planning/estates	E

Background & Experience

	The successful candidate should have:	Essential/ Desirable
1	Able to demonstrate a successful track record of delivering significant capital projects within a Masterplan.	E
2	Possess architectural skills and knowledge to complement Masterplan design and implementation.	E
3	Excellent interpersonal skills and proven ability to develop, maintain and enhance relationships with management and colleagues, external bodies in addition to external networks.	E
4	Proven record of accomplishment in building collaborative working relationships with a diverse variety of internal and external stakeholders.	E
5	Ability to manage challenging behaviour; attitudes; and cultural norms from senior colleagues across the University	E
6	Ability to promote sustainable development as part of Masterplans to achieve positive environmental effect and gain industry recognition and awards.	E

Skills & Competencies

	The successful candidate should have demonstrable knowledge of:	Essential/ Desirable
1	Strategic Thinking – able to identify and implement a vision in order to meet the requirements of the Campus Framework and Masterplan, evaluating situations, decisions and issues in the short, medium and long term. Demonstrating an understanding of the key strategic and core future business requirements of the University ensuring effective co-ordination of activity across a wide number of senior internal and external partners	E
2	Maximising business effectiveness: shares resources, looks for VFM, sets realistic budgets and manages them effectively, considers the business implications of decisions, avoids waste and challenges under-use of resources	E
3	Influencing and persuading – able to present sound and well-reasoned arguments to convince others. Can draw from a range of strategies to persuade people in a way that results in agreement or behaviour change	E

4	Change agent – Able to clearly articulate the case for change to multiple stakeholders and staff at different levels of the organisation. This includes challenging behaviour and attitudes from senior colleagues which are out of line with University norms	E
5	Building relationships – able to align expectations of multiple groups of stakeholders; and ensure cohesive working practices towards a clear understanding of the requirements of the Campus Framework and Masterplan	E
6	Managing relationships – able to build and maintain effective working relationships with a range of people understanding their needs and goals. Shows sensitivity and tact. Demonstrable resilience	E
7	Analytical thinking – able to simplify complex problems, processes or projects into component parts, explore and evaluate them systematically. Is able to understand commercial imperatives and trading relationships	E
8	High level working knowledge of the Microsoft Office suite of applications with particular skills in the use of MS Project or other Project Management software.	D
9	Thorough knowledge of health and safety and other appropriate legislation	D

Other Considerations

	The successful candidate should demonstrate:	Essential/ Desirable
1	Must be able to perform all aspects of the position with reasonable adjustment and in particular must be able to access roofs and all parts of University sites and buildings	E
2	Be flexible in duties undertaken and to work outside normal working hours when required acting as first point of contact in emergencies	E

Within your supporting statement you should describe how your skills and experience match the criteria listed in the person specification. Please provide narrative to each of the key sections (Background & Experience, Knowledge and Skills & Competencies).

Strong applications will demonstrate experience relevant to the **essential** and **desirable** criteria. You should aim to be as **concise and succinct** as possible when providing your narrative, as this will greatly assist the shortlisting panel in reviewing your application.

