



Urban Development Manager

Role Details

Employing Entity	TBC
Programme Team	Urban Development
Reports to	Programme Integration Manager
Last Updated	20 August 2021

About us

Let's Get Wellington Moving is a \$6.4 billion multi-decade programme of investment in Wellington's transport and urban development future. It is a joint initiative between Wellington City Council, Greater Wellington Regional Council, and Waka Kotahi NZ Transport Agency, with support of Mana Whenua partners Taranaki Whānui and Ngāti Toa.

The team at Let's Get Wellington Moving are passionate about developing and delivering a transport system that supports Wellington's growth, while making it safer and easier to move around. Our vision is to build a great harbour city, accessible to all, with attractive places, shared streets, and efficient local and regional journeys. To realise this vision, the programme is focused on moving more people with fewer vehicles.

This is an exciting, dynamic and complex work environment. Proactivity, flexibility, innovation, and collaboration are highly valued and critical for the programme's success. In this role, you will join the Programme Leaguership team at the core of a high-performing and passionate programme, working across local and central government.

Role Purpose

This is a key leadership role within the Let's Get Wellington Moving (LGWM) team.

The key purpose of this role will be to:

- Lead and champion urban development outcomes across the LGWM programme of work. This will include developing the strategy and giving consideration on how best to partner with others to achieve design and development outcomes across all work streams within the scope of the project.
- Lead and manage the team responsible for delivery of the urban development programme across all LGWM work streams.
- Partner with Mana Whenua to develop and deliver a strategic vision that aligns with Mana Whenua values and objectives.
- Lead urban design outcomes to ensure projects are meeting the expectations of the liveability objective within the bounds of the Programme scope.
- Lead staff and consultants responsible for both the Consenting and Property Strategies
- Lead legal input from an LGA, RMA and wider Programme perspective.
- Lead engagement and stakeholder management activities with a broad group of external stakeholders, including Central and Local Government (in particular Kāinga Ora and WCC Build Wellington Team), and the urban development and property communities to deliver the urban development outcomes that contribute to the wider programme objectives.
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Key Relationships

Internal

External

<p>Programme Integration Manager</p> <p>Other LGWM Teams:</p> <ul style="list-style-type: none"> • Communications and Engagement • Procurement • Funding and Finance • Te Mata Kano Whenua Taketake (Mana Whenua LGWM Lead) • Business Case Leads <ul style="list-style-type: none"> ○ TDM ○ Regional Highway Access ○ MRT & Public Transport System ○ City Streets ○ Thorndon and Hutt ○ Golden Mile <p>Partner Leads</p> <ul style="list-style-type: none"> • Waka Kotahi • GWRC • WCC • Mana Whenua partners (Taranaki Whanui and Ngāti Toa) 	<p>Central Government Agencies</p> <ul style="list-style-type: none"> • Kāinga Ora • Ministry Housing and Urban Development <p>Other Councils</p> <ul style="list-style-type: none"> • Porirua City • Kapiti Coast District • Hutt Valley (Hutt City and Upper Hutt City) • Wairarapa (South Wairarapa District, Carterton District and Masterton District) <p>Build Wellington (WCC Urban Development Team)</p> <p>Urban Development Community</p> <p>Mana Whenua and Māori communities in Te Whanganui-a-Tara (Wellington)</p> <p>Private Developers</p>
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Role Dimensions

DFA level: TBC

Reports

Direct

- City Development Lead
- Urban Design Lead
- Consenting Lead
- Value Capture Lead

Indirect

N/A

Key Accountabilities / Responsibilities

Accountabilities

Leadership	<ul style="list-style-type: none"> • Lead and facilitate a way of working across delivery teams that builds a constructive and collaborative environment where different thinking and ideas is encouraged. • Champion a culture that is focused on effective relationships and engagement with both internal and external stakeholders and broader Wellington communities. • Build a high performing team of staff that have complimentary skills and experience that can be utilised for the delivery of smart and innovative outcomes for the Wellington region. • Provide work direction and leadership to individual Leads including the scope, development, decision making and review of the work. • Coordinate and integrate the Urban Development teams work with the other LGWM programme packages to maximise the benefit of integrated solutions and maximise the value of supplier outputs across the wider programme. •
Urban Development Strategy	<ul style="list-style-type: none"> • Lead the development and application of the Urban Development strategy across Let's Get Wellington Moving giving consideration to how to best partner with others, including in particular WCC, to achieve the programme outcomes including: <ul style="list-style-type: none"> ○ Identifying urban design and development opportunities across all work streams. ○ Implementing the urban development framework for the Central Business District. ○ Identifying needs and leading the preparation of high-quality expert advice for urban development strategy and guidelines across the programme of work.

	<ul style="list-style-type: none"> o Ensuring there is consistent look and feel across all programme work streams that are within the scope of LGWM. o Leading advanced research to deliver solutions of complex urban development related issues within the scope of the programme of work. o Leading the preparation of urban design and development review documentation and processes. • Partner with Mana Whenua to ensure their values are integrated into the heart of the Urban Development Strategy • Lead and coordinate the engagement with Agency and City Property sectors to establish a property strategy. • Apply project management principles to the delivery of the integrated programme of work. • Ensure there is early identification and management of any issues across the project streams. Take the lead on managing complex issues through to resolution.
Consenting	<ul style="list-style-type: none"> • Lead the development of a consenting strategy for LGWM including implementing a consistent approach to consenting across the programme. • Identify and facilitate the consenting requirements for LGWM activities including producing guidance and procedure for this process. • Provide expert advice to LGWM on RMA processes including resource consent applications.
Stakeholder Engagement	<ul style="list-style-type: none"> • Through engagement and collaboration, build strong effective relationships with a diverse group of internal and external stakeholders to ensure focus, direction and delivery of the urban development strategy and programme across all LGWM work streams. • Lead the engagement and stakeholder management activities with WCC on the development of an urban development strategy for Wellington Central Business District insofar as it relates to LGWM outcomes. • Influence strategically both internally and externally to ensure sound decision making, following a fair and even-handed process that results in the best outcomes, eliminates roadblocks that are impacting on the delivery of work and resolves issues across the urban development programme of work. • Regularly shares knowledge with stakeholders throughout the programme.
Risk Management	<ul style="list-style-type: none"> • Identify early risks that may significantly impact on the urban development programme of work such as funding, reputational, political and other risks and ensure these are raised in a timely manner with associated strategies for mitigation. • Undertake risk analysis of difficult decisions that will need to be made during the programme of work. Communicate the outcome through the correct channels.
Financial Management	<ul style="list-style-type: none"> • Have oversight of and maintain the integrity of the financial elements of the urban development programme ensuring that outcomes are affordable and value for money. • Engage in the procurement and contract negotiations for the delivery of urban development outcomes funded through the LGWM programme of work. • Apply commercial acumen and rigour to spend across the urban development programme of work ensuring that required results are delivered within the allocated budget and if required corrective action is taken to ensure budget objectives are maintained and met. • Ensure that budget and cash flow is monitored and reported accurately. Identify variances and take corrective actions by developing alternatives to ensure a 'no surprise' environment where all projects are delivered within budget.

Qualifications and Experience

Qualifications	University Degree within a relevant field
Experience	<p>This role requires extensive specialist experience (10-15 years) in varied environments related to Urban Development, Planning and/or Strategy.</p> <p>It requires strong demonstrable knowledge of and experience in:</p> <ul style="list-style-type: none"> • One or more of architecture, commercial design, urban development and planning industry • Consenting in a complex urban environment • Managing all facets of large scale projects for internal and external customers. • Preparing urban design and development strategy, delivery plans feasibility reports on complex sites and areas • Building and leading teams to deliver a programme of work • A mix of Private and Local and/or Central Government industry

- Commercial negotiation and management

Core Capabilities

Complex Problem Solving

- Able to identify solutions to difficult problems within a Wellington context.
- Thinks analytically and critically, gets to the heart of issues and uncovers underlying causes; and clearly describes their analytical process and the rationale for their decisions.
- Integrate wide ranging information, generate innovative ideas and fresh thinking, and make strategic decisions for the benefit of the programme of work.

Te Ao Māori and the Treaty of Waitangi

- An understanding of Te Ao Māori (the Māori world view) and its importance to Urban Development in Aotearoa / New Zealand
- An understanding of the key concepts embodied within the Treaty of Waitangi and their application to Urban Development

Communication

- Take complex information and issues and be able to translate these into simple and clearly understood communication.
- Tell a coherent and compelling story.
- Tailor communication to resonate with diverse audiences.
- Present confidently in public and to large groups.
- Tactfully communicate sensitive topics under public scrutiny.

Collaboration

- Adopt a whole-of-LGWM programme perspective to the management of deliverables.
- Build and leverage a broad internal and external network to successfully deliver the outcomes of the urban development programme of work.
- Work collaboratively with your peers, programme stakeholders and other groups to achieve successful outcomes across the programme.
- Know who to collaborate with and when.

Innovation

- Think of and explore alternative solutions to resolve difficult and challenging problems within the programme of work.
- Suggests and acts on opportunities to do things differently.
- Challenges the system's status quo; and progresses innovative thinking across the wider project.

Managing Ambiguity

- Anticipates the impact of change plans and directs self and others in how to shift direction.
- Uses ingenuity in dealing with ambiguous situations, and guides the urban development team on how to cope effectively.
- Thrives on situations involving risk and uncertainty.

Managing Risk

- Understand and lead risk management practice within the programme delivery stream.
- Monitor, manage and address broader and longer-term risks affecting the delivery of the programme of work.

Political Acumen

- Apply a broad understanding of the wider context and implications of the central and local government environment.
- Identify underlying political drivers and navigate sensitive political issues.

- Understand and balance competing viewpoints when exploring urban development strategy and outcomes for Wellington City.

Assertiveness

- Address differences and conflict issues with staff and stakeholders early, directly and constructively.
 - Make and follow through on difficult decisions in a timely manner when required to ensure the successful delivery of the urban development programme.
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Disclaimer

The responsibilities above are intended to describe the general nature and level of work required to achieve the expected outcomes for the role. The LGWM programme is evolving and the nature and extent of the role is likely to change over time. There may be requirement to perform duties outside of these responsibilities.
