

# Associate Planning Director Northampton Candidate Pack



# Tritax Big Box

## ABOUT US

As owners of the UK's largest logistics development and investment portfolio, we can provide established and emerging businesses with the space they need to succeed. We are experts in UK logistics real estate, delivering millions of sq ft of high-quality, sustainable industrial and logistics warehouse space each year.

We proactively manage our 100+ assets – from small to big boxes – using our sector specialism and deep market insights to stay ahead of trends and meet our clients' evolving needs. Our approach is personal and hands-on, focused on leaving positive long-term legacies.

We deliver modern, thoughtfully designed buildings for our clients in prime UK locations through our unmatched logistics land and property portfolio. Ideally located for people, power and connectivity, our modern, high-quality logistics buildings are in the UK's most in-demand locations. We have land ready to be released, sites under development or can find you space in our evolving portfolio. So, wherever you are in your journey, we can work together to find the right building to meet your location, specification and timing needs.

## OUR PURPOSE

### 'We Create Critical Infrastructure to Accommodate the Future'

Critical Infrastructure... because our buildings are important to keep the UK's businesses operating and growing every day

Accommodate... not only because our buildings are literal accommodation for businesses, But we are accommodating to our clients within them, helping them grow and run their business more sustainably

The Future... because this is where growth is and where we need to focus on with our clients

### OUR VALUES

Our core values are critical to our approach. We are committed to doing the right thing for all our stakeholders and the communities we operate in.

### CONVICTION

We make high-conviction decisions founded on proprietary, data-driven insights.

### RELATIONSHIP DRIVEN

We take a personal, hands-on approach, getting to know our stakeholders so we can deliver on their ambitions.

### RESPONSIBLE

We aim to create long-term value for our clients, investors and the communities where we are based.

# Employee Benefits

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## The Basics

- 29 days leave per annum (4 for Christmas shutdown)
- 6.2% of salary contribution to private pension of choice
- Private medical cover
- Life Assurance scheme
- Annual health assessment
- 2 volunteering days
- Holiday Buy Scheme (up to 5 days)
- Dog-friendly offices
- Early finish on paydays

## Learning & Development

- Full induction plan and peer support programme.
- You will have regular one to one's with your line manager followed by mid and end of year performance reviews.
- Company training – made up of technical seminar and wider personal development.

## Colleague Engagement

- Colleague events
- Employee Voice Survey

# The Role

## Purpose of the Role

A competitive package is available for the successful candidate with opportunities for career progression and unlimited bonus potential.

You will primarily be based in the Northampton office, but required to travel to the Manchester office on occasion, and also to sites as necessary.

The successful candidate's primary role will be to partner with senior stakeholders across the full development process: from the identification and initial planning appraisal of new opportunities; promotion of schemes through the planning process; and discharge of conditions to drive delivery of buildings.

- Responsible for preparing concise / detailed site appraisals, setting planning strategies and timings for delivery of projects aligned with the company's long-term plan
- Managing our consultant teams and leading planning aspects of each scheme including preparing Local Plan representations, planning applications and condition discharge applications
- Reviewing and sourcing potential development sites; adopted and emerging Local Plan designations and timings, employment land supply and site constraints (ecology, flood risk, landscape etc) to identify opportunities and determine the development potential of land
- Reviewing and commenting on reports, surveys and assessments, and feeding back comments to team members in a timely manner
- Undertaking site visits and attending Local Plan Examinations and reporting back
- Responsible for attending and managing public consultation events and promoting the benefits of a scheme to the local community and members of the council

## The Ideal Candidate

We welcome applications from candidates from all planning backgrounds who have a desire to be involved in the development process.

This is a fast-paced environment, and the ideal candidate will have a high level of resilience, drive and determination. You will need to have a strong knowledge of the planning process, the ability to engage with consultants and manage a varied and changing workload, an aptitude and desire to learn and an ability to self-manage.

In return, we will provide full support to develop your skills and accelerate your career with the aim of ultimately taking full responsibility for projects alongside the Development Directors from inception to completion.

# Candidate Profile

<ul style="list-style-type: none"><li>• Professional, organised and persuasive with a desire to succeed.</li><li>• Strong ability to build relationships with people and work well as part of a team.</li><li>• Tenacious and the ability to think strategically and creatively to solve complex problems.</li><li>• Strong experience of the planning and development process</li><li>• Excellent report writing skills, organisation and time management</li><li>• Ability to multitask, work under pressure and work on a number of different challenging projects at once</li><li>• Prior experience of project/programme planning and managing of consultant teams would be useful</li><li>• Resilient, adaptable and above all keen and enthusiastic</li><li>• Lateral and clear thinking with a focused approach.</li><li>• Able to work within a team and on your own initiative</li></ul>	<p><b>Qualification and technical ability</b></p> <ul style="list-style-type: none"><li>• RTPI qualified</li><li>• Demonstrable experience in managing own projects and dealing with commercial property, development or planning</li><li>• Full driving licence</li></ul>
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This is an excellent opportunity to join an expanding business and to become a fully integrated part of a dynamic and collaborative team of driven property development professionals at a time of growth and expansion.

You will have a wide-ranging role and a clear path for progression within the company based on the results you deliver along with some excellent rewards and recognition.

We recognise the value that comes from having a diverse and inclusive workforce and welcome applications from suitably skilled and experienced candidates from all backgrounds.

# The Team

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## JONATHAN DAWES, HEAD OF PLANNING



Jonathan joined in 2007 from Reading Borough Council and has over 19 years of experience in taking major residential, commercial and mixed-use schemes through the planning system.

Jonathan is responsible for establishing and managing the planning strategy across the portfolio for strategic land holding from acquisition through to disposal.

## SINEAD TURNBULL, PLANNING DIRECTOR



Sinead joined in 2020 from DLP Planning and has over 20 years' experience in land use planning across a wide range of residential and commercial sectors in both the public and private sectors.

Sinead manages complex multi-disciplinary teams to promote Nationally Significant road and rail infrastructure, large scale logistics developments and a garden village, covering the North-West and Midlands.

# Your Application

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If you meet the requirements for this role and would like to apply , please email your CV and a cover letter to Michelle Steele, Operations and HR Manager.

[Michelle.steele@tritaxbigboxdev.co.uk](mailto:Michelle.steele@tritaxbigboxdev.co.uk)

The closing date for applications is Friday 20<sup>th</sup> February 2026.

# Contact Us

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