Role Profile

Role Title: Senior Design & Technical Manager

Business Area: Development & Asset Management
Department/Team: Asset Management
Reports to: Head of Design & Project Delivery
Direct Reports and span of control: 4x specialist roles within the Design & Technical Team.
Dimensions (budget holder, level of contract/systems etc responsibility): Design & Technical service lead. Responsible for multidisciplinary design coordination, technical assurance, design programme management, professional consultant oversight and the design-to-delivery interface across major asset-led projects.
Created/Reviewed date: October 2026

Role Purpose

The Senior Design & Technical Manager is responsible for leading Aster's in-house Design & Technical Team, providing multidisciplinary design management, coordination and technical assurance across major asset-led projects. The role ensures that project briefs are developed into coordinated, compliant, buildable and procurement-ready designs, principally through the pre-construction stages and into delivery.

The post holder will manage and develop the three specialist roles within the Design & Technical Team and coordinate external professional consultants and specialist designers where additional competence, independence, accreditation or capacity is required. The role will provide a clear point of leadership for design quality, programme, risk, compliance and technical interfaces.

Working closely with commissioning teams, Project Delivery, Fire Safety, Commercial, Strategic Asset Management and other stakeholders, the post holder will maintain a clear design-to-delivery interface from initial brief and design development through procurement, construction, change control and handover.

The role will support the Head of Project Delivery in establishing consistent design governance, standards and assurance arrangements, ensuring that appropriate competent resources are engaged and that design decisions support safe, compliant, value-for-money and deliverable project outcomes.

Key Accountabilities

- Lead and manage the Design & Technical Team, providing direction, prioritisation, performance management and professional development for the three specialist direct reports.
- Lead multidisciplinary design management across major asset-led projects, coordinating internal specialists and external consultants to deliver agreed project outcomes.
- Own and manage the design programme, deliverables and interfaces, ensuring design activities are appropriately planned, sequenced and aligned with procurement and construction requirements.
- Work with commissioning teams to develop clear project briefs, scope, outcomes and design requirements, ensuring these are understood and translated into coordinated design information.

- Ensure designs are appropriately coordinated, technically robust, buildable and sufficiently developed for procurement and construction, with key risks and interfaces resolved at the appropriate stage.
- Establish and maintain consistent design management processes, technical standards, review arrangements and approval gateways across the major projects programme.
- Provide technical assurance and challenge across design development, escalating material design, compliance, programme, cost or buildability risks to the Head of Project Delivery where required.
- Ensure design risk and statutory design compliance are actively managed, including appropriate coordination of CDM, Building Regulations, building safety and fire safety requirements.
- Ensure appropriate arrangements are in place for Principal Designer duties and other statutory or professional appointments, with competent external support commissioned where required.
- Coordinate the input of architectural, building safety, fire, design compliance, commercial and other specialist disciplines to ensure an integrated design solution.
- Lead the appointment, briefing, coordination and performance management of external architects, engineers, fire engineers, M&E consultants, structural engineers, building control and other specialist professional advisers where required.
- Ensure external design and consultancy services are used effectively to provide specialist competence and flexible capacity while retaining internal ownership of the brief, coordination and assurance.
- Work closely with Project Delivery colleagues to ensure an effective transition from design into procurement and construction, with clear design responsibilities, information requirements and outstanding actions.
- Maintain Design & Technical involvement during construction to coordinate design change, technical queries, substitutions and assurance, ensuring changes are appropriately reviewed, approved and recorded.
- Ensure design information, decisions, approvals and changes are captured through an appropriate audit trail and support the development and handover of accurate asset and building information.
- Work with commercial colleagues to ensure cost planning and value considerations are integrated into design development and that design decisions remain aligned with approved budgets and business cases.
- Identify and manage design and technical risks and opportunities, ensuring mitigation plans, escalation routes and appropriate independent assurance are in place.
- Provide clear design and technical reporting to the Head of Project Delivery and relevant project governance forums, highlighting progress, key decisions, risks, constraints and readiness for the next project stage.
- Drive continuous improvement in design management, technical quality, standardisation and project mobilisation, capturing lessons learned and embedding them into future briefs, standards and processes.
- Build effective relationships across Asset Management and with external partners, promoting collaborative working and a strong design-to-delivery culture.
- Promote a culture of accountability, professional competence, quality, safety and customer focus within the Design & Technical Team.

Experience and Qualifications

- Educated to degree level or equivalent and/or professionally qualified in architecture, construction, engineering, building surveying, design management or a related built-environment discipline and/or able to demonstrate equivalent relevant experience.
- Strong and proven experience of managing multidisciplinary design on complex construction, capital investment, remediation or major works projects.
- Demonstrable experience of leading and developing professional or technical teams and managing performance across multiple concurrent projects.
- Strong understanding of the design and construction lifecycle, including briefing, design development, technical design, procurement, construction and handover; knowledge of the RIBA Plan of Work or equivalent project gateways.
- Experience coordinating architects, engineers, building services, fire, building safety, cost and other specialist disciplines and resolving multidisciplinary design interfaces.
- Experience of appointing, briefing and managing external professional consultants and specialist designers, including monitoring performance, quality, programme and deliverables.
- Strong understanding of design risk management, buildability, technical assurance and design quality within a complex property or construction environment.
- Good working knowledge of relevant health and safety, Building Regulations and building safety requirements, including CDM, Principal Designer responsibilities, fire safety and Higher-Risk Building considerations where applicable.
- Ability to understand and challenge technical information across a range of disciplines without needing to personally act as the specialist designer for each discipline.
- Commercial awareness and experience of working with project budgets, cost plans, procurement strategies and value-for-money considerations during design development.
- Experience of establishing and applying design governance, review processes, standards, approval gateways and change control arrangements.
- Strong programme, risk and stakeholder management skills, with the ability to prioritise resources and design activity across multiple concurrent projects.
- Excellent communication, influencing and decision-making skills, with the ability to explain complex technical matters clearly to senior leaders, project teams, customers and external partners.
- Demonstrable commitment to continuous improvement, professional development and maintaining knowledge of changes in legislation, regulation, industry standards and good practice.
- Competent (or higher) user of Microsoft Word, Excel and PowerPoint, with experience of relevant design, project, document and/or asset information management systems.

General

- Promote and maintain an active approach to health and safety, in respect of yourself, colleagues and customers.
- Ensure that the Aster Group Equality & Diversity Policy is fully implemented at all times.
- Comply with the requirements of the Aster Group Data Protection, Privacy & Confidentiality Policy, the IT Security & Usage Policy and supporting Data Protection Framework insofar as they relate to the duties of the role.

- If the role is a people leader, they will conduct suitable and sufficient risk assessments (including stress assessments) for their area of operations, record the findings and reduce risk to an acceptable level.
- This role profile is intended as a guide and is not an exhaustive list of the duties and responsibilities of this role. Such duties may vary from time to time without changing the general character of the role or the level of responsibility entailed.
- Embrace the responsible use of Artificial Intelligence (AI) and emerging technologies, using approved tools to improve efficiency, innovation and service outcomes in line with Aster's policies and guidance.