

Your Job Description

At Moat, you'll embrace our vision, our professional standards, and behaviours wholeheartedly and uphold our values, actively contributing to our culture that is open, effective, customer-driven and driven by curiosity.

Who we are

We're a Housing Association, offering hybrid working, competitive pay and a supportive environment.

Our vision is to lead as a customer pioneer, driven by outside-in thinking, and dedicated to delivering an exceptional customer experience. We value every colleague and every team and want to support you in being the best you can be.

How we work

Our values and the way we behave form the cornerstone of our journey to achieving our purpose of 'opening doors to better lives' for our customers and our vision to become Customer Pioneers. Our standards and behaviours support our values and they provide clear expectations about how we behave and work as Moat Housing Professionals. You can find these below and the full behaviour framework on our website or intranet.

Be the Change

Be flexible and adaptable to change, sharing ideas and focusing on solutions.

Our Standards

Be inclusive
Be a leader

Our Behaviours

Be adaptable
Be smart working

Better Together

Set high standards, working together and welcoming every opportunity to learn and improve.

Our Standards

Be knowledgeable
Be skilled

Our Behaviours

Be collaborative
Be smart working

Own it

Take personal responsibility for making things happen and seeing things through.

Our Standards

Show integrity
Be ethical

Our Behaviours

Be empowered
Be accountable

Lead by Example

We work hard for our customers and take pride in making a difference to their lives.

Our Standards

Be an advocate

Our Behaviours

Be supportive
Be nurturing



We recognise the significance of equality, diversity, and inclusion (EDI) in achieving success, and we're fully committed to being genuinely inclusive in everything we do. As a Moat Housing Professional, we expect you to show strong commitment to our approach to EDI and to our health and safety, compliance, and code of conduct policies and practices.

Land & New Business Manager

Who is in my team?

Team	Land and New Business
Line Manager	Senior Land, New Business and Development Manager
My direct reports	N/A
Updated	July 2026

What's my role?

To be responsible for sourcing and securing new development opportunities to deliver Moat's ambitious growth targets

What am I accountable for?

- Identifying and delivery of development opportunities including land, Package deals, Regeneration and Section 106 opportunities in accordance with Moat's New Homes Strategy.
- Building and maintaining positive relationships with colleagues throughout the organisation and communicate effectively with internal stakeholders to ensure departmental targets and successful team outcomes are achieved
- Developing and maintaining a comprehensive network of contacts relevant to securing and delivering new business opportunities including contractors, developers, agents, Local Authorities and strategic partners.
- Identifying, appraising and negotiating new opportunities by considering local housing need, customer need, place making, commercial risk, funding requirements, tenure, specification and design.
- Negotiating contractual and commercial terms in line with policy, procedure, financial and regulatory requirements.
- Producing and presenting comprehensive reports for internal approval to Executive Team, Board and relevant committees.
- Representing Moat at external meetings and undertake other duties to achieve required outcomes.
- Carrying out work in line with Moats:
 - Professional standards, reflecting our values and behaviour framework
 - Policies, procedures, and code of conduct
 - Commitment to equality, diversity, and inclusion
 - Health and safety responsibilities
 - Confidential reporting (whistleblowing) policies
- Keeping accurate records and manage all data in accordance with our Data Governance Framework, relevant legislation, and best practice. You must also understand and fulfil your responsibilities as set out in this framework.
- Undertaking any other duties consistent with the post that may be required from time to time, at the discretion of the line manager.

What do I need?

Entry Requirements:

- A good track record of identifying and securing opportunities for residential development.
- Minimum of one year working in securing new business and land opportunities.
- Ability to build and maintain successful and collaborative partnerships to achieve outcomes.
- Proven commercial acumen and ability to negotiate and influence.
- Excellent communication skills – written and oral.
- Ability to identify opportunities that meet the needs of our customers.
- Understanding of the planning process and requirements of Capital Funding Guide for Homes England and Greater London Authority (GLA).
- Ability and flexibility to plan and prioritise workloads under pressure without compromising standards.
- An ability to undertake work outside of normal office hours to meet the needs of the business.
- Valid driving licence and use of a vehicle.

Proficient Requirements:

- A thorough understanding of land led development and planning and procurement routes
- Professional qualification (RICS or similar)