

# Property & Estate Management Surveyor

## Estates Division

Closing Date: 28<sup>th</sup> April 2025  
Job Reference: BA45700



# Property & Estate Management Surveyor

**Salary:**

£41,671 - £55,755 pa

**Staff Group:**

Unestablished Academic related

**Contract:**

Permanent

**Location:**

Cambridge

**Faculty / Department:**

Estates Division

**Working Pattern:**

Full time working Monday to Friday

**Purpose of the role**

This is a key management role within the Housing Service Team, the post reporting to the Housing Operations Manager and in turn the Head of Housing Services. The role provides managerial oversight, accountability and leadership of the Estates Management functions to drive quality, efficiency and compliance. They will also act as a key interface with the Estates Development, Programme Delivery, Property Management and Sustainability functions.

Our mission is to provide high quality housing, support and services to those working in the Cambridge area and help attract the very best staff to the University. Following a restructure in the Housing Services Team and based upon lessons-learned over the previous two years, there is a requirement to strengthen our Estate Management function to support delivery of an improved customer experience, ensure compliance with the rent charge deed requirements and enhance financial planning. The core responsibilities of the Property Management Surveyor include:

- To oversee and be responsible for the delivery of rent charge deed covenants and the estate charge at our Eddington Estate while working out charges for other estates (delivered through rent).
- Contribute to setting the strategic direction and budgets of managed services, including the ownership of the long-term asset management investment cycle.
- Provide technical advice and support on large refurbishments, procurement, contract management and civil works to the Housing Services department.
- Provide technical advice and support to the void process to ensure that void periods are minimised, and the University maintains properties of an appropriate standard.
- Collaborate on rent setting including offering advice and information on levels of rent and rental strategy.
- Work with residents to model and establish strong positive engagement with customers in line with best practice and current estate satisfaction measures.



# Key Responsibilities

The post holder is accountable for the delivery of estate & property management, facilities management, asset management across the University residential estate including:

- To oversee and be responsible for the operational delivery of a high-quality estate management service across mixed tenure housing stock.
- Contribute to setting the strategic direction and budgets, estate charges and of managed service.
- Manage service-related contracts in line with budgets and delivering value for money.
- Establish effective reporting mechanisms for repairs, projects and cyclical works data to ensure services are monitored effectively and future demands and impacts can be identified to drive service delivery plans and budget setting.
- Lead on investigating and resolving customer complaints and estate charge queries.
- Model and establish strong positive engagement with customers in line with best practice and current tenant/resident satisfaction measures.

## Asset Management

- Maintain a long-term asset investment plan to ensure adequate funding for cyclical replacement programs are in place.
- Procure contractors to undertake civil works across the estate or any other project / major refurbishment.
- Understanding and use of framework, with the ability to deliver and manage minor works package through framework.
- Budget responsibility forecasting, monitoring and managing spend effectively against set budgets for the estate charge, project and minor works including invoice reconciliations.
- Contribute to procurement of contracts, preparing and presenting tender analysis reports and administering JCT minor works contracts and NHF schedule of rates.
- Compile reports /statistics (such as KPIs/budget reports) and general reports for internal use, Committee and Board as required on Housing Services functions.

## Governance

- Ensure compliance with all statutory and regulatory requirements and implement high standards of health and safety management.

## Leadership

- Provide line management to the Estates Management facing team, including objective setting, performance reviews, training, coaching, mentoring and succession planning.
- Deliver high performing teams that deliver efficient, customer-focussed services based on industry best practices and latest estates management thinking.
- Drive high performance from internal resources and third-party service partners. This will include setting and reporting on clear performance metrics and KPIs.
- Provide management and support for the procurement and evaluation of service partners, working closely with the Estates Division and central University procurement teams.

**Budgeting and Financial Management**

- Provide the lead for the setting of the annual estate management budget and establish the annual estates service charge to a wide range of external stakeholders.
- Manage, monitor and report on estates expenditure throughout the year, including the production of reports for the Portal Board.
- Provide prompt invoicing of service and rent-charges and provision of back-up information, and collection of same with appropriate action on arrears, ensuring processing and payment of outgoings.

**Health, Safety and Compliance**

- Work collaboratively with Estates Operations colleagues and external contractors to ensure a safe and compliant Estate, driving a high performance across all areas of statutory compliance and safety.
- Deliver robust health & safety procedures and drive safety standards across the residential Estate for all work carried out by internal and external staff and contractors.
- Ensure all health, safety and compliance records are up to date and compliant.

**Interfacing & Reporting**

- Provide a strong and seamless link to other Estates Division functions such as Asset Management, Projects, Property Management, Master Planning and Environmental functions.
- Provide reports to, and when requested attend, relevant committee and board meetings.
- Maintaining good relationships and appropriate liaison with residents, investors and occupier businesses, developers and other stakeholders, and representing the organisations to the wider community.





# Person Specification

Criteria	Essential	Desirable
<b>Education</b>		
Degree level education/ level 7 vocational qualification or equivalent experience	x	
Professional membership of the Royal Institution of Chartered Surveyors (RICS)	x	
<b>Experience</b>		
Significant experience in delivery of maintenance and small works to industry standards and methodologies.	x	
Demonstrable experience of managing soft & hard FM in a large organisation.	x	
Experience of budgetary control and budget monitoring of multiple cost centres	x	
<b>Skills</b>		
Project management, techniques and methodologies	x	
Detailed knowledge and use of BMS systems and associated office support applications	x	
Demonstrable strong leadership/management skills	x	
Ability to communicate effectively and build relationships at all levels	x	
Demonstrate highly specialised knowledge of facilities management involving a critical understanding of relevant theory and/or principles outside of the immediate specialism	x	
Ability to visualise, express, and implement strategy; ability to lead a team and inspire with a sense of common purpose	x	
Ability to work cooperatively at all levels, to promote a responsible and principled expression of the organisations' activities; ability to express ideas clearly by written or verbal means at different levels including board meetings and public meetings	x	
Knowledge of and experience of FM Best Practice	x	
Numerate with high degree of accuracy and awareness of statistical analysis techniques	x	
IT literate. Proficient in Microsoft Word/Excel/PowerPoint/Outlook and Desk Top Publishing packages.	x	
Proven analytical and problem-solving capability.	x	

In depth knowledge of legislation and policy relating to FM, Estate Management, Estate Charge and public practices	x	
Awareness of corporate and estate infrastructure insurances and procedures	x	
The ability to set and sustain high standards and inspire others to those standards		x
Substantial knowledge of repairs and maintenance/ building services including latest industry and technology trends.		x
Knowledge of and experience in property law		x
<b>Additional Requirements</b>		
Ability to work cooperatively at all levels, to promote a responsible and principled expression of the organisations' activities; ability to express ideas clearly by written or verbal means at different levels including board meetings and public meetings	x	
Senior project management experience with responsibility for delivering an entire work Programme	x	
Experience of effecting and establishing community engagement as part of occupying a new Estate.		x

# Behavioural Attributes

This section summarises the behavioural attributes (or competencies) that we expect the role holder to be able to demonstrate, at what level and whether this is an essential or desirable requirement.

Full definitions are at: <https://www.hr.admin.cam.ac.uk/policies-procedures/behavioural-attributes>

Please review these and provide specific examples in your application of how you have demonstrated these attributes in your work, education or other experience. It will assist your application if you explain the situation, what you did and what the outcomes were.

Attribute	Level
Valuing Diversity	A
Achieving Results	B
Communication	B
Innovation and Change	B
Negotiating and Influencing	C
People Development	B
Relationship Building	B
Strategic Focus	B

Developed by professional services staff, our values underpin everything we do. By living the values in the work we do, we hope to foster an environment where staff feel empowered. The values encourage staff to; work together and share skills to create a sense of community, act with integrity, take an inclusive and fair approach and develop honest and open relationships that are underpinned by our shared values. We encourage applicants to consider these values within their application.





# Estates Division

The Estates Division at the University of Cambridge is a multi-disciplinary organisation responsible for the development, management and maintenance of the University estate, along with the provision of a variety of related services.

Our current operational estate (buildings used for teaching, research and administrative activities) is currently valued at £3 billion (Insurance Replacement Cost) and its broad and complex nature presents many demanding challenges, for example some buildings are 800 years old, Grade I Listed and protected by English Heritage, whilst others are new with highly sustainable building fabrics and buildings management systems.

Key areas we are responsible for include:

- Planning and managing the University's estate development programme.
- Project managing new build construction and the refurbishment/alteration of existing stock.
- Managing and maintaining the estate including residential accommodation and investment properties.
- Delivering a comprehensive facilities management service to the University.
- Managing catering outlets across the estate.
- Managing the operational and research facilities at the [University Farm](#).
- Promoting the University's environmental sustainability initiative, particularly with regard to reducing carbon emissions.



# Terms of Appointment

## Tenure and probation

Appointment will be made on a permanent basis. Appointments will be subject to satisfactory completion of a probationary period which will be set dependant on the length of tenure.

## Hours of Work and Working Pattern

The appointment is full-time 37 hours per week, working Monday—Friday.

## Pension

You will automatically be enrolled to become a member of USS (Universities Superannuation Scheme) – a defined benefits pension scheme. For further information please visit: [www.pensions.admin.cam.ac.uk](http://www.pensions.admin.cam.ac.uk)

## Annual leave

Subject to compliance with the Statutes and Ordinances relating to leave, full time officers are entitled in any holiday year to take annual paid leave of 41 days inclusive of public holidays. For part-time employees, annual leave will be pro rata'd based on days worked.

## General information

### Pre-employment checks

### Right to work in the UK

We have a legal responsibility to ensure that you have the right to start working for us. If you do not have the right to work in the UK already, any offer of employment we make to you will be conditional upon you gaining it.

### Health declaration

Once an offer of employment has been made the successful

candidate will be required to complete a work health declaration form.

### Qualifications

The person specification for this position lists qualifications that are essential and/or desirable. Please note that if you are offered the post you will be asked to provide your relevant original certificates of these qualifications.

### References

Offers of appointment will be subject to the receipt of satisfactory references.

### Screening Checks:

This role requires a basic disclosure check and a security check. Any offer of employment we make to you will be conditional upon the satisfactory completion of this/these check(s); whether an outcome is satisfactory will be determined by the University.

### Information if you have a disability

The University welcomes applications from individuals with disabilities. We are committed to ensuring fair treatment throughout the recruitment process. We will make adjustments to enable applicants to compete to the best of their ability wherever it is reasonable to do so and, if successful, to assist them during their employment. Information for disabled applicants is available at <http://www.admin.cam.ac.uk/offices/hr/staff/disabled/>

We encourage you to declare any disability that you may have, and any reasonable adjustments that you may require, in the section

provided for this purpose in the application form. This will enable us to accommodate your needs throughout the process as required. However, applicants and employees may declare a disability at any time.

If you prefer to discuss any special arrangements connected with a disability, please email Estates Division HR on [EDR@admin.cam.ac.uk](mailto:EDR@admin.cam.ac.uk)

# The University

**The University of Cambridge is one of the world's oldest and most successful universities. We are a renowned centre for research, education, and scholarship that makes a significant contribution to society. The University is consistently ranked amongst the top universities in the world. Our affiliates have won more Nobel Prizes than any other University.**

Our sustained pursuit of academic excellence is built on a long history of world leading teaching and research within a distinctive collegiate system. For eight centuries our ideas and innovations have shaped the world. Our principal goal is to remain one of the world's leading universities in an increasingly competitive global higher education sector. Today the University of Cambridge is at the centre of a cluster of over 4,300 businesses employing 58,000 people.

Our capital investment projects include academic and commercial growth at both the West Cambridge Innovation District, and the Biomedical Campus in the south of the city. Eddington, in North West Cambridge, is a mixed-use development including key worker housing for staff, a community centre and a new primary school, managed by the University. Through these projects, the University is deeply embedded in, and committed to serving, our local community. These are all conspicuous signs of a University that is not only adapting to new needs, but also anticipating the future

Our mission is to contribute to society through the pursuit of education, learning, and research at the highest international levels of excellence. Our core values are:

- freedom of thought and expression; and
- freedom from discrimination.





# About Us

**The University is one of the world's leading academic centres. It comprises 150 faculties and departments, together with a central administration and other institutions. Our institutions, museums and collections are a world-class resource for researchers, students and members of the public representing one of the country's highest concentrations of internationally important collections.**

The University has an annual income of £2 billion. Research income, won competitively from the UK Research Councils, the European Union (EU), major charities and industry, exceeds £500 million per annum and continues to grow.

The Colleges and the University remain committed to admitting the best students regardless of their background and to investing considerable resources both in widening access and financial support. The 31 Colleges are self-governing, separate legal entities which appoint their own staff. Many academic staff are invited to join a College as a Teaching Fellow, which provides a further social and intellectual dimension. The Colleges admit undergraduate students, provide student accommodation and pastoral support and

deliver small group teaching for undergraduates.

The University awards degrees and its faculties and departments provide lectures and seminars for students and determine the syllabi for teaching.

Our instinct for seeking out excellence and setting up enduring and mutually beneficial collaborations has led us to establish strategic partnerships across the globe. Whether it is the successful Cambridge-Africa Programme involving universities in Ghana, Uganda and elsewhere on the African continent; or the close association with the government of India to pursue new research in crop science; or the creation, with Germany's Max Planck Institutes, of a Cambridge-based centre for the study of ethics, human economy and social change – international partnerships are now an inextricable part of the University's make-up.

“Cambridge graduates and researchers have made – and continue to make – a colossal contribution to human knowledge and the understanding of the world around us. Their work touches on the lives and livelihoods of everyone from patients diagnosed with life-threatening diseases, to residents of areas critically affected by climate change, to children growing up in conflict zones. It has a lasting impact on our society, our economy and our culture: the world is truly a better place thanks to their efforts.”

*Stephen Toope, Vice Chancellor 2019*



# Working at the University

**Working at Cambridge you will join a diverse, talented and innovative community, with more than 23,000 students and over 16,000 staff from all walks of life and corners of the world.**

The University continually explores strategies to attract and retain the best people. It is committed to supporting its staff to achieve their best. We are a fair, diverse and inclusive society and we believe our staff are our greatest asset. There is strong commitment to developing institutional leadership and supporting and encouraging staff development at all levels.

We offer a variety of roles including academic, research, professional, managerial and support roles. We also offer extensive benefits and excellent learning opportunities within a stimulating working environment.

The University's estate is undergoing the most significant transformation in its history. Cambridge has been able to create a new science and technology campus to the west of the city centre, and is now expanding further to the north west of Cambridge including investing in affordable homes for University key workers and community facilities. Even with our continued development, the University remains within walking or cycling distance across the campus. The University is a major partner on the Cambridge Biomedical Campus and we continue to redevelop our historic city centre sites demonstrating our determination to ensure that we can offer the best facilities and opportunities for our staff and students.



## Equality & diversity

The University has built its excellence on the diversity of its staff and student community. We aim to be a leader in fostering equality and inclusion, and in promoting respect and a sense of belonging for all. We encourage applications from all sections of society. All appointments are made on the basis of merit. We have an Equal Opportunities Policy, along with a range of diversity groups, including the Women's Staff Network, Race Equality Network and LGBT+ Staff Network. More details are available here: <http://www.equality.admin.cam.ac.uk/>

The University has a bronze Race Equality Charter award, with framework for improving the representation, progression and success of minority ethnic staff and students within higher education. Furthermore, the University's silver Athena swan award recognises and celebrates good practice in recruiting, retaining and promoting gender equality.



# Living in Cambridge

**Cambridge is rich in cultural diversity. From beautiful University and College buildings, museums and art galleries, quaint gardens and punts on the River Cam, to a vibrant restaurant and café scene, our employees are surrounded by the wonderful features of this unique city.**

You can find a wide-range of high street shops and 3 shopping centres, with independent alternatives at the historic market and nestled within the passageways in the city centre. You will find a cinema, bowling alley, a nightclub and various live performances at the Cambridge Leisure Park, with further entertainment options at the Corn Exchange, Arts Theatre and the ADC Theatre. Further information can be found on the [Visit Cambridge](#) website.

If you prefer the faster pace of life, London is a 45 minute train journey away. For those travelling from overseas, Stansted Airport is just 45 minutes away and Heathrow Airport under 2 hours away. The University is a short distance from a host of other attractions such as Ely Cathedral, Newmarket Races and various wildlife parks and stately homes. Cambridge is also within easy reach of the beautiful Broads and coastlines of Norfolk and Suffolk.

## Relocation Support

The University recognises the importance of helping individuals to move and settle into a new area. We provide support and guidance to those relocating internationally or domestically to take up a post at the University of Cambridge, liaising with other University offices and selected partners to ensure comprehensive relocation support is available. This includes: accommodation, childcare, schools, banking, immigration and transport. If you would like further information, please visit <https://www.accommodation.cam.ac.uk/RelocationService/>. The Shared Equity Scheme and the Reimbursement of Relocation Expenses Scheme provide financial assistance to qualifying new members of staff with the costs of relocating to Cambridge. For staff who require a Skilled Worker Visa, Global Talent Visa or Settlement (known as indefinite leave to remain) to take up employment with the University, we offer an interest free [visa loan scheme](#) for current and prospective staff (and their dependants), to help meeting the cost of obtaining a visa.

## Accommodation Service

The University Accommodation Service helps staff, students and visiting scholars who are affiliated to the University in their search for suitable accommodation in Cambridge. The dedicated accommodation team can provide access to a wide range of University-owned furnished and unfurnished properties, and has a database of private sector accommodation available for short and long-term lets. For further information and to register with this free service please visit <https://www.accommodation.cam.ac.uk/>



# What Cambridge can offer

**We offer a comprehensive reward package to attract, motivate and retain high performing staff at all levels and in all areas of work.**

The University offers a wide range of competitive benefits, from family leave entitlement, to shopping and travel discount schemes. Our generous annual leave package contributes to the positive wellbeing of our University employees. Sabbatical leave enables academics to focus on research and scholarship, whilst still maintaining their full salary. The University also has a [career break scheme](#) for academic and academic-related staff, with additional flexible working policies for all other staff.

## Pay and benefits

The University salary structure includes automatic service-related pay progression in many of its grades and an annual cost of living increase. In addition to this, employees are rewarded for outstanding contribution through a number of regular pay progression schemes. The University offers attractive pensions schemes for employees, with an additional benefit of a salary exchange arrangement providing tax and national insurance savings.



## CAMbens employee benefits

The University offers employees a wide range of competitive benefits, known as CAMbens. CAMbens offers something for everyone across a range of categories, including:

- Financial Benefits, including shopping discounts (both local and national) and a Payroll Giving scheme;
- Relocation and Accommodation Benefits, including relocation assistance and interest-free Rental Deposit Loans;
- Travel Benefits, including Cycle to Work, discounts on train season tickets and interest-free Travel to Work loans;
- Family Friendly and Lifestyle Benefits, including support with childcare and family friendly policies;
- Health and Wellbeing Benefits, including a University Staff Counselling Service, discounts at the University Sports Centre, and other local gyms, and healthcare schemes.





# What Cambridge can offer

## Family-friendly policies

The University recognises the importance of supporting its staff. We have a range of family-friendly policies to aid employees' work-life balance including a generous maternity, adoption and shared parental leave entitlement of 18 weeks full pay, and paid emergency leave for parents and carers.

Other family-friendly support includes:

Our highly regarded workplace nurseries, a childcare salary exchange scheme and a high quality holiday Playscheme may be available to help support University employees with caring responsibilities (subject to demand and qualifying criteria). Further childcare information can be found here:

<https://www.childcare.admin.cam.ac.uk/>

The Newcomers and Visiting Scholars Group is an organisation within the University run by volunteers whose aim is to help newly arrived wives, husbands, partners and families of Visiting Scholars and members of the University to settle in Cambridge and give them an opportunity to meet local people. The Postdoc Academy supports the postdoctoral community within Cambridge. Further details are available

here:

<https://www.postdocacademy.cam.ac.uk/>

## Your wellbeing

The University's Sport Centre, Counselling Services and Occupational Health are just some of the support services available to University employees to promote their physical and mental wellbeing. The University delivers The Festival of Wellbeing annually, which is a programme of stimulating talks and activities, which aim to promote wellbeing and good mental and physical health. The University also hosts the [Cambridge Festival](#), which is a great opportunity to get your first taste of public engagement, through volunteering, supporting hands-on activities or proposing a talk.

## Development opportunities

We support new employees to settle in through various activities as well as supporting their professional and career development on an ongoing basis. Our Personal and Professional Development (PPD) team provide development opportunities for all University employees, including face-to-face sessions, online learning modules and webinars. All employees also have unlimited access to LinkedIn Learning to support their development. Both new and existing employees can undertake funded Apprenticeships, which lead to a range of vocational and professional qualifications. We offer reduced staff fees for University of Cambridge graduate courses and the opportunity to attend lectures and seminars held by University departments and institutions. A range of University training providers also offer specialist learning and development in their own areas e.g. teaching and learning, digital literacy, finance, health and wellbeing, safety.





# How to apply

Applications should be submitted online via the University of Cambridge jobs page [www.jobs.cam.ac.uk](http://www.jobs.cam.ac.uk) by clicking “Apply online” in the job advert. You will need an email address to register for our online system.

The University of Cambridge is committed to supporting our staff to thrive both professionally and personally. We aim to support a good work/life balance, whilst retaining the positive aspects of our unique in-person environment and culture. Elements of this role are suitable for hybrid working, where staff can split their time between in-person collaboration and remote working. The frequency of the remote elements of the role can be discussed with the recruiting manager.

Conversations about flexible working are encouraged at the University of Cambridge. Please feel free to discuss flexibility prior to applying (using the contact information below) or at interview if your application is successful.

If you have any queries regarding the application process please email Estates Division HR on [EDR@admin.cam.ac.uk](mailto:EDR@admin.cam.ac.uk).

The closing date for applications is: 28<sup>th</sup> April 2025.