

**Property Development Manager**

**About us**

ATG Entertainment is proud to stand at the forefront of the live entertainment industry.

Our expertise and capabilities enable producers and other creatives to bring their visions to life and create unforgettable performances for audiences, presented in our landmark venues and delivered with exceptional hospitality. It is the passion of our teams, that cover every discipline across the live entertainment industry, that underpins our continuing strategic growth and success.

**We own, operate or programme some of the world’s most iconic venues**; ATG Entertainment manages over 70 venues across the UK, US, Germany and Spain.

**We are the world leader in theatre ticketing**; We process more than 18 million tickets every year for hit musicals, acclaimed plays, concerts, comedy shows and a variety of other live events across the UK, US, and Germany.

**We present the world’s best live entertainment in our venues**; working alongside the world’s leading producers and creative artists, our venues present an extraordinarily diverse range of top-quality entertainment.

**We produce award-winning shows**; our in-house production team, ATG Productions, are dedicated to producing critically acclaimed, commercially successful and creatively ambitious work for the West End, Broadway, Continental Europe and beyond.

People are at the heart of our success. We are passionate about bringing great live experiences to the widest possible audience; about giving the world’s best creative talent the stage it deserves; and about providing our people and partners with opportunities to realise their full potential.

**Our values**

In everything we do, we strive to be Ambitious, Collaborative, Passionate and Smart.

* We are **ambitious** and seek to exceed people’s expectations.
* We are **collaborative** and help each other to reach our goals.
* We are **passionate** about our work, our business, and our industry.
* We are **smart** in our quest for simple, efficient, and innovative solutions.

**Corporate Social Responsibility: our priorities**

* Next Generations: introducing tomorrow’s audiences to the pleasures of live entertainment, recruiting and nurturing the next generation of industry talent.
* Inclusion: improving and promoting diversity, inclusion and well-being in the workplace.
* Sustainability: helping reduce our impact on the environment by making our business more sustainable.

**A Stage for Everyone - Our Inclusion, Diversity, Equity and Access Mission Statement**

Our stages are a platform for compelling stories – stories that are for all, by all, and of all. We shine our spotlight on our differences and believe that understanding and celebrating these differences makes us better global citizens. We are passionate about the pursuit of true diversity and equality. We strive to make our venues beacons of these ideals in our communities. Onstage and off, we hold ourselves accountable for nurturing an inclusive culture, one in which everyone can bring their authentic selves. At ATG entertainment, we provide a stage for everyone.

We recognise that we do not have all the answers; but we strive to listen, to learn and to change in order to ensure ATG Entertainment becomes a truly inclusive organisation. We therefore welcome and encourage applications from individuals from the widest possible range of backgrounds and particularly welcome applications from those currently underrepresented in our workforce.

We are a Disability Confident Committed Employer, which means that we are taking action to ensure that people with disabilities and long-term health conditions feel supported, engaged and able to fulfil their potential in the workplace. We will offer an interview or recruitment event to disabled candidates who tell us they wish to participate in the scheme and who demonstrate in their application that they best meet the essential criteria for the role. Where we receive more applications than we are reasonably able to interview for any given role, we will retain applications for the next available interview opportunity wherever possible.

If you’d like to discuss accessibility prior to applying, please email [recruitment@atgentertainment.com](mailto:recruitment@atgentertainment.com) for a confidential discussion.

**The** **Role**

This new role reports to the Group Property Development Director.

You will be responsible for both supporting and overseeing the work of our Project Leads for our current new venue projects and working in tandem with the PMO Manager to ensure appropriate reporting, communication and coordination across all ATG departments.

You will also support the Group Property Development Director with the exploration of further acquisition and development opportunities.

The role demands expertise in the delivery of large and complex capital projects, and the management of external consultant and contractor teams. Experience in Project Management, Architecture, Client-side Development and other similar fields are beneficial.

**Responsibilities:**

**Major Projects**

Responsibilities will vary dependent on project and client team structure. Where there is an existing Project Lead in place these responsibilities relate more to a role of oversight, support and reporting. Where UK based new venue / development projects arise you would likely become directly responsible in a Project Lead role.

* Lead the end-to-end delivery of new build / major refurbishment capital projects, ensuring compliance and coordinating requirements from a variety of ATG stakeholders.
* Develop technical briefs and scopes of work for consultants and contractors, working with external construction law specialists to ensure robust contractual agreements and procurement processes.
* Oversee project delivery with a strong focus on timeline, budgets, risk management, stakeholder engagement, and efficiency.
* Establish key project gateways, coordinating input and reviews from the wider ATG team and reviewing progress against core objectives.
* Cultivate high-performing teams with a mix of internal and external team members. Gather the collective experience of these teams to deliver optimal end results.
* Encourage inter-project efficiencies and standardisation where it makes sense, for example procurement approaches, combined reporting, meetings etc.
* Collaborate with senior stakeholders across the company on high level business cases to assist with early decision making on the viability of potential project / expansion opportunities.

**Financial & Budget Control**

* Financial accountability for project budgets, ensuring tight financial control and proactive cost management across all areas: Hard costs, soft costs, client direct and client transition (pre-opening operational) budgets.
* Develop, monitor, and manage capital expenditure plans across development projects, ensuring projects align with long-term strategic objectives.
* Monitor, manage and report on group-wide feasibility budgets and cashflow for major projects.
* Adopt established PMO processes where appropriate, and work with the PMO manager to establish and work to new PMO processes relating to development projects. Cultivating a culture of compliance within the team. Uphold the business’s rigorous procurement policies and work collaboratively to ensure projects follow guidelines without exception.

**Reporting & Governance**

* Prepare and deliver monthly, quarterly, and annual reports to the Group Property Development Director and other key stakeholders including the PMO Manager, Group Operations Director and ATG’s Executive Leadership Team, ensuring clear visibility of project progress, financials, and key risks.
* Ensure compliance with governance structures, driving accountability across all levels of project execution.
* Establish data-driven reporting methodologies to track project performance and inform continuous improvement.
* Work collaboratively with internal specialists such as Health & Safety, Legal, Facilities, and technical teams to ensure accuracy, relevance, and alignment with best practice. Draft documentation for senior management review and support the implementation of these standards across the wider portfolio.
* Collate reporting on group-wide venue opportunities.

**Collaboration & Stakeholder Management**

* Work closely with key internal teams including UK/DE/US/ES Property + Facilities teams, Technical Operations, Interior Design, Risk Management, Facilities Management, Procurement, PMO, Food and Beverage Departments, Ticketing, Legal and Venue Operations to ensure seamless project execution.
* Build and maintain strong relationships, for example with landlords, management companies, local councils, developers, legal teams, project teams and statutory consultees such as Theatres Trust.
* Assemble and manage cross-department internal ATG teams to support major development projects.

**Risk & Change Management**

* Proactively identify, assess, and mitigate project risks, ensuring timely escalation where necessary. Maintain clear, consistent communication with all relevant stakeholders throughout the project lifecycle to enable informed decision-making and effective risk management. Manage change control processes, ensuring agility without compromising quality or scope.
* Conduct impact assessments and scenario planning for potential project disruptions.

**Operational & Emergency Management**

* Be available for support to the wider Group Operations team during any building-related emergencies, outside of normal hours and coordinating emergency responses as required. Lead on any major project emergencies.

**Leadership Style & Behaviours**

* A pro-active and thoughtful leader who thrives in a fast-paced, high-energy environment, available for frequent domestic and international travel and is comfortable both on site and in the office.
* Resilient, adaptable, and solution-oriented, with a strong ability to lead in high-pressure situations.
* A strategic thinker with a high degree of autonomy, capable of balancing big-picture planning with tactical execution.
* A natural relationship-builder, able to foster strong partnerships with contractors, internal teams, and senior stakeholders.
* Naturally adaptable and able to adopt different communication styles – for example reporting to executive leadership teams / ATG’s owners, as well as external contractors on site.

**Experience & Technical Expertise**

* A proven track record of project management experience, ideally in property, architecture, or engineering.
* APM / PRINCE2 / architectural, engineering or RICS qualifications desirable
* Proven track record managing multi-site, complex capital projects, particularly within a diverse property portfolio.
* Wide understanding of the design process desirable.
* Strong understanding of property compliance, lease management, and regulatory frameworks.
* Experience in implementing structure, process, and governance in an inclusive, collaborative manner.
* Familiarity with project management tools, financial reporting systems, and procurement best practices.

**Key Competencies**

* **Leadership & Decision-Making** – Ability to drive results, influence stakeholders, and lead teams effectively.
* **Strategic Thinking** – Strong analytical and problem-solving skills with a focus on business impact.
* **Communication & Negotiation** – Excellent verbal and written skills for managing complex stakeholder relationships.
* **Resilience & Adaptability** – Ability to navigate change, handle pressure, and manage competing priorities.

**Everyone’s responsibility**

Everyone at ATG Entertainment is expected to play their part in achieving our goals and upholding our core values, by:

* Committing to creating and upholding a positive, inclusive culture that nurtures potential and supports well-being.
* Playing your part in reducing our environmental impact and finding more sustainable ways of working.
* Encouraging the next generation in live entertainment by contributing to our outreach and training programmes, including mentoring students and trainees, and supporting our Creative Learning and Community Partnerships work.
* Having a positive attitude to health and safety, legal and insurance requirements and take care to understand our policies and procedures. You’ll help us uphold a positive culture around meeting our obligations.

We are all expected to participate actively in the life of the company, and opportunities will arise for you to collaborate with others across the business. Everyone at ATG Entertainment is expected to be flexible and adapt as the needs of the business change, taking on new or different responsibilities as the need arises.