**Job Title: Senior Manager, Development**

**Job Location: Stockholm**

**Date: Summer 2025**Pembroke is an international real estate advisor that acquires, develops, and manages properties and places – specializing in mixed-use and office environments in the world’s leading cities. We believe that properties that stand the test of time deserve a lot of time. So, we take a different approach: a thoughtful approach.

We’re united by a belief that real estate is more than just buildings. Our mission is to create long-term value through our global expertise, local knowledge, and passion for real estate. Comprised of experts across a variety of fields, our team consistently strives for excellence, achieves with integrity, and embraces collaboration. Working together, we create places people love.

Over the past twenty years, we’ve grown with offices in Boston, London, Munich, San Francisco, Stockholm, Sydney, Tokyo, and Washington DC managing approximately 802,000 sq m/8.6m sq ft in North America, Europe, and Asia Pacific. Facilitating the patient capital of FMR LLC and FIL Limited, we invest in global markets with long-term growth potential.

By combining a global point of view with local expertise, we’re able to create and manage world-class properties that deliver the best outcomes for our tenants, investors, and the communities in which we work.

For more information, visit our website: www.pembroke.com

**Overview**

Pembroke is looking to hire a Senior Development Manager to join the Development team and support operations in Stockholm. Pembroke's Development function is responsible for all aspects of developing properties from initial planning, design, and engineering, to the completion of construction and leasing.

The successful candidate will have broad experience across the property development lifecycle, including construction procurement and delivery, design documentation review, and identifying elements that drive project value. They will be confident preparing project briefs, managing consultant and contractor agreements, and overseeing cost and value creation throughout the project. An ability to lead external teams, collaborate with internal stakeholders, and provide technical due diligence on acquisitions are also essential.

As part of the role travel across Pembroke’s Nordic footprint could be required from time to time.

**Responsibilities**

**Project Leadership & Delivery**

* Lead the full lifecycle of development projects—from feasibility through design, procurement, construction, and closeout—ensuring alignment with Pembroke’s strategic goals and asset vision.
* Shape project scope and direction by integrating commercial insight, buildability, and long-term value creation.
* Drive key development decisions and maintain accountability for quality, budget, and schedule across diverse project types.

**Feasibility & Project Planning**

* Conduct feasibility studies and scenario analysis to support investment decisions and long-term asset planning.
* Contribute to early-stage project planning, positioning, and concept development aligned with market trends and portfolio objectives.
* Support technical due diligence for acquisitions, identifying risks, assessing budgets, and recommending actions.

**Design & Consultant Management**

* Lead the coordination and performance of design consultants to ensure efficient, compliant, and cost-effective outcomes.
* Review and challenge design documentation for buildability, quality, and alignment with Pembroke’s standards.
* Coordinate tenant fitout reviews and manage consultant deliverables throughout the design and construction phases.

**Procurement, Budgeting & Commercial Oversight**

* Develop and implement procurement strategies for consultants and contractors that protect investor interests.
* Coordinate budgeting, contract negotiation, change control, and forecasting using Pembroke’s project systems (Yardi ECM).
* Ensure commercial agreements are effectively handled through the full project lifecycle.

**Project Execution & Customer Collaboration**

* Supervise construction delivery, attend site and consultant meetings, and proactively mitigate risks and roadblocks.
* Collaborate with internal teams—including legal, finance, design, and marketing—to ensure integrated and strategic delivery.
* Provide timely and clear reporting to senior leadership and partners on project status, risks, and key achievements.

**Qualifications Capabilities and Experience**

* Bachelor’s degree (or equivalent experience) with 10+ years of experience in commercial real estate development, including leading teams through the end-to-end delivery of medium to large-scale capital projects.
* Experience in delivering ground-up developments, major tenant fitouts, and complex capital improvement projects.
* Strong construction management knowledge, with the ability to challenge construction teams and proactively identify and mitigate risks.
* Demonstrated capability in negotiating commercial contracts and service provider agreements.
* Experience preparing project briefs and schedules, with strong attention to detail and appropriate planning.
* Strategic approach combined with the ability to implement tactically and manage multiple priorities.
* Deep understanding of architectural and engineering design processes, building systems, zoning, permitting, commercial construction, and the full development lifecycle.
* A customer-focused and comprehensive approach to development, balancing the needs of tenants, investors, and internal customers.
* Ability to integrate commercial project requirements, including sustainability and resiliency initiatives, at all phases of development.
* Strong analytical and problem-solving skills, with a track record of managing multiple complex projects under tight deadlines.
* Leadership skills that promote collaboration and effective communication across internal teams, external partners, and culturally diverse markets.
* Excellent verbal, written, and visual communication skills, with a collaborative working approach.
* Proficiency in Microsoft Office Suite, and experience with project management software such as Procore or similar.

**How to apply**

**Please send your CV and a short cover letter to** careers@pembroke.com **with the subject line:** Senior Manager, Development.

Applications close at 11:59pm on 8th July 2025.

*Pembroke is an equal opportunity employer. We believe that the most effective way to attract, develop and retain a diverse workforce is to build an enduring culture of inclusion and belonging.*

*Pembroke will reasonably accommodate applicants with disabilities who need adjustments to participate in the application or interview process. To initiate a request for an accommodation, contact the HR Leave of Absence/Accommodation Team by sending an email to PmbrkeHumanResources@fmr.com*