

CANDIDATE INFORMATION PACK

Partner – Planning & Development

Kettering, Northamptonshire

Presented by Joshua Robert on behalf of Berrys

About Berrys

Berrys is a people-focused property business, built on trusted relationships and a commitment to delivering the best outcomes for our clients. Property is what we do, but our clients and our team are at the heart of everything we achieve. Acting as a trusted advisor, we are ready to support at any stage, bringing together expertise and insight to help navigate challenges and unlock opportunities.

Working across four offices in the Midlands, we offer a wide range of services including planning, architecture, building surveying, valuation and business consultancy, helping our clients make the very most of their land and property assets.

Here, you'll be part of a collaborative, multi-disciplinary team of engineers, surveyors, archaeologists, planners and architects. We're large enough to offer a diverse range of projects and career opportunities, yet small enough to give you real autonomy. We offer the chance to build meaningful relationships and the space to grow your skills.

4

Offices across
the Midlands

6+

Specialist
services

135+

Years of
expertise

1 Team

Multi-disciplinary
collaboration

Multi-Disciplinary Service Offering

This is what makes Berrys genuinely different from a standalone planning consultancy. The successful candidate will have access to and the ability to draw on the full breadth of the business, to serve clients in a way that few competitors can match:

- Planning & Development
- Architectural Services
- Building Surveying
- Valuation
- Heritage & Archaeology
- Engineering
- Property Agency
- Business Consultancy

This is a role that uses planning as its foundation to build and lead a full development offering.



A Rare Opportunity

Job Title	Partner - Planning & Development
Company	Berrys
Location	Kettering, Northamptonshire (Agile Working Available)

Berrys is building for the future.

Roles like this one do not come along often. This is an invitation to step into a senior, autonomous position within a long-established and highly regarded practice and take genuine ownership of its planning and development offer across Northamptonshire.

The platform is already there. Berrys brings over 135 years of client relationships, a strong regional reputation and an integrated multi-disciplinary offer covering planning, architecture, building surveying, valuation and land promotion. The business needs the right person to lead and scale that offer in Kettering.

This is not a role that comes with a script. The person who joins will have the freedom to shape how the service is delivered, who it is delivered to, and how it grows. They will have the support of the wider business and the credibility of the Berrys name from day one.

For the right individual, this is also a long-term opportunity. Berrys is looking for someone who wants to build something here, and the business is open to conversations about partnership for the right candidate in time.



The Role

This is a leadership role. The incoming Planning & Development Lead will be responsible for building and scaling a full-service development offering within Berrys, using the firm's established platform and existing client base as a springboard.

Day to day, this means leading on planning instructions across a range of sectors, nurturing existing client relationships and developing new ones and drawing on the wider Berrys team to deliver a genuinely integrated service that stands apart from anything a standalone practice could offer.

The expectation is not simply to deliver; it is to lead, to grow and to set the direction for planning and development in Kettering.

What You Will Be Leading

- Building and growing a full-service planning and development offer in Northamptonshire, with the full Berrys platform behind you
- Developing and managing a strong pipeline of instructions from landowners, developers, promoters and investors
- Delivering technical planning consultancy across a broad range of sectors, including residential, commercial, mixed-use and strategic land
- Providing strategic planning advice and leading on pre-application engagement, planning applications, appeals and post-planning negotiations
- Drawing on and coordinating the wider Berrys team across architecture, building surveying, valuation and land promotion to deliver a joined-up service
- Identifying and converting new business opportunities, including cross-referral from existing Berrys clients
- Building a presence and reputation for Berrys in the Northamptonshire market through networking, events and profile-raising activity
- Growing the team over time, with the ability to recruit and develop people around you as the offering scales
- Shaping the commercial direction of the planning and development function alongside the wider Berrys leadership

Key Highlights

- Senior, autonomous role with real ownership of a service line from day one
- Access to a fully integrated multi-disciplinary platform that few competitors can match
- Established client base and regional reputation to build from immediately
- No bureaucracy, no rigid hierarchy - the freedom to build it your way
- Long-term progression, including a genuine pathway to partnership for the right individual
- A collaborative, trusted culture where your voice will carry weight from day one

The Ideal Candidate

The successful candidate will bring not just technical planning knowledge, but the personality, commercial instinct and relationship skills to make a real difference to Berrys and its clients.

We are looking for someone who is as comfortable in a client meeting as they are preparing a planning application, someone who sees business development as an exciting part of the job, not a burden.

Candidate Profile

- MRTPI qualified, with significant post-qualification experience in a planning or development consultancy environment
- Experience working at, or ready to step into, a senior or partner-level position
- Broad planning knowledge across multiple sectors, ideally including residential, commercial, strategic land or mixed-use development
- An understanding of the wider development process and an ability to draw on multi-disciplinary expertise to serve clients in the round
- Strong commercial judgement, with an ability to identify and convert business opportunities
- Confident and credible in front of clients, agents, local authorities and other stakeholders
- A genuine appetite for business development, not just as part of the job, but as something they find energising
- A full, clean UK driving licence

What Matters Most

Beyond the credentials, Berrys is looking for someone who:

- Takes pride in shaping something of their own
- Values collaboration and will engage with the wider Berrys team as a genuine partner in serving clients
- Is excited by the breadth of what a multi-disciplinary practice can offer, and wants to promote it

Berrys will be flexible on title and remuneration to reflect the seniority and commercial value of the right individual.

Why Join Berrys?

There are plenty of planning roles out there. Very few offer what this one does.

Berrys combines the credibility and client base of a well-established regional practice with the agility and entrepreneurial thinking of a business that is genuinely focused on growth. The leadership team is engaged, collaborative and open to new ideas. The culture is one of trust, not hierarchy.

For a senior planning professional looking to take the next step, this represents a rare chance to step into something and make it your own, backed by a business with the reputation, the relationships and the resources to support real growth.

What Makes This Role Different

- Real autonomy to lead and build a full-service development offering from a position of strength
- Immediate access to an established client base and a strong regional reputation
- The Berrys multi-disciplinary platform is your competitive advantage
- A flat, collaborative structure where senior people have genuine influence
- A clear long-term pathway, including the possibility of a partnership for the right individual
- No constraints on ambition. If you want to grow the team, grow the revenue, and grow your profile, this business will support you in doing all three



Remuneration & Benefits

Salary will be competitive and reflective of the individual candidate's experience, qualifications and value to the business.

The full remuneration package includes:

35 Days Holiday	Including bank holidays and Christmas, automatically booked
Birthday Day Off	Your birthday is yours and booked off for you
Loyalty Holiday	An extra day for every three years of service
Private Healthcare	Full cover for all employees, paid by Berrys
Health Cash Plan	BHSF bronze from day one, upgrading to silver after three years
Enhanced Pension	5% employer contribution through NEST, matching yours
Agile Working	A genuine blend of remote and office. Trust, not rules
Professional Fees	We pay your relevant professional memberships
CPD & Training	Monthly programme, bi-annual conferences, time off for training
EV & Cycle Schemes	Salary sacrifice for electric vehicles and bikes

Leadership & Culture

Berrys has built its success on a culture of collaboration, trust and long-term thinking.

The leadership team is closely involved in the business and takes a hands-on approach to supporting the people within it. Ideas are welcomed at every level, decisions are made quickly, and people are given the room to lead and to grow.

Relationships sit at the centre of the business, with clients, between teams, and across offices. It is a place where people invest in each other and in the long-term success of the practice, and where that investment is recognised and rewarded.

For the incoming Planning and Development Lead, this means joining a business that will take your ambitions seriously, give you the platform to act on them and stand behind you as you do.

Agile Working

We believe that work is what you do, not a place you go. We want to enable you to work in the most efficient way, regardless of where and when, which is why we offer genuine flexibility without guilt.

We remain a predominantly office-based business, because we know the office offers real benefits: collaboration, social contact, and the chance to build relationships with colleagues across the practice. But we trust you to balance that with whatever life throws your way.

Whether it is picking up the children, going to the gym, or working from home when you need to focus, we are here to support you.

Mental Health & Wellbeing

All team leaders at Berrys are Mental Health First Aiders, trained by Mental Health England. The business has a comprehensive Employee Assistance Programme and a culture that genuinely puts people first. A motivated, supported team is the foundation of everything Berrys does.

Contact

For a confidential discussion about this opportunity, please contact:



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