

A new opportunity

HOLKHAM

Director of Land & Property

holkham.co.uk



About Holkham

Holkham is a thriving rural estate covering 25,000 acres, set on a beautiful stretch of the North Norfolk coastline. The Hall was built in the mid-18th century by Thomas Coke, 1st Earl of Leicester, and remains the family seat of the Coke family today. The diverse estate further comprises a deer park, the world famous Holkham National Nature Reserve and beach as well as a thriving collection of businesses centred on property, farming, hospitality and leisure.

Holkham employs a team of 350, rising to 400 in peak summer. It stands out for its strong sense of community and positive working culture and was named the 'Best Large Employer' for the Eastern Region in 2023. Its vision is to be the UK's most pioneering and sustainable rural estate.

The opportunity

Holkham is seeking an exceptional leader to manage its extensive and diverse property portfolio. As **Director of Land & Property**, you will join a dynamic Senior Management team and play a central role in shaping the future of this historic yet forward-thinking estate, balancing heritage conservation with innovation and commercial performance

The property portfolio comprises Holkham Hall and associated listed buildings; 14 tenanted farms; approximately 300 residential properties and 70 commercial units and a growing portfolio of 11 high-quality holiday lets.

You will lead a Land & Property team of around 25 professionals, including building surveyors, a rural surveyor, the lettings team, a building manager, a compliance officer, repairs and decorations teams, a specialist joinery workshop team and office administration.

This talented team manages the maintenance, improvement and strategic development of the extensive portfolio, working closely with embedded finance, HR, and marketing colleagues, as well as a network of trusted external advisors.



The role

As Director of Land & Property you will:

- Provide visionary leadership to the Land & Property division, inspiring excellence across all areas of property management and development.
- Manage a multi-million-pound annual budget, ensuring efficient, sustainable and commercially astute use of resources.
- Foster a culture of outstanding service to tenants and partners, upholding Holkham's Behaviours. holkham.co.uk/about-us/join-us/
- Lead strategic thinking around the evolving roles of housing, holiday lets and commercial hubs, balancing innovation with conservation.
- Champion sustainability, energy efficiency and traditional craftsmanship across the portfolio.
- Drive the adoption of new property management and mapping technologies to enhance performance and insight.
- Oversee relationships with key external advisors (e.g. Knight Frank, Messenger BCR) on specialist and heritage projects.
- Take ownership of Holkham's Heritage Management Plan, ensuring alignment with Historic England and Natural England objectives.
- Play a full part in the Senior Management Group, collaborating with peers across leisure, agriculture, conservation, finance and marketing to advance Holkham's strategic vision.

About you

We are seeking a senior property professional who combines technical expertise with outstanding leadership skills. You will likely:

- Be a qualified surveyor (RICS or equivalent) or hold a comparable professional background in property management.
- Have proven experience leading high-performing, multidisciplinary teams in property, estates or related sectors.
- Demonstrate strategic, innovative thinking and a readiness to challenge traditional models.
- Be commercially astute with strong financial management and project leadership skills.
- Possess a deep appreciation for heritage, sustainability and community values.
- Be comfortable with digital tools and modern estate systems, and eager to use technology to improve efficiency and insight.
- Thrive in a collaborative environment that blends professionalism with the warmth and character that define Holkham.



The package

The opportunity will offer a competitive salary and package, to reflect the seniority of this position and the relevant experience of candidates. The role comes with a premium Holkham-owned family home (rent and council tax paid by the employer) and relocation assistance if required (removals, local familiarisation assistance, school visits, etc.)

The package will include generous benefits, including pension contributions, private family healthcare, 25 days holiday plus 8 Bank Holidays, and professional development.

The full range of benefits and further information about working at Holkham can be found at holkham.co.uk/about-us/join-us

Location and lifestyle

Holkham Estate sits on the spectacular North Norfolk coastline, just 45 minutes from King's Lynn and an hour from Norwich, both with direct rail connections to London.

Wells-next-the-Sea offers a thriving community, excellent schools, and an exceptional quality of life - blending work, nature, and recreation in one of England's most beautiful regions.



Applying

This position is being exclusively managed by our retained partner, NSFR.

To express interest or request a confidential discussion, please contact Guy Ropner of NSFR on guy@nsfrltd.com, or for a confidential discussion call Guy on 07879 423450

Application closing date is 24th November 2025

holkham.co.uk

Holkham, Wells-next-the-Sea, Norfolk NR23 1AB