



THE LANGHOLM INITIATIVE

JOB DESCRIPTION & APPLICATION PROCESS : DEVELOPMENT MANAGER

Salary: £40,000 per year

Pension: Initially 3% employer's contribution.

Travel/Subsistence Allowance

Overview

The Langholm Initiative (LI) is a Scottish Charitable Incorporated Organisation based in Langholm in the South of Scotland. The LI has operated for over 25 years and is one of south Scotland's earliest development trusts. It is managed by a Board of Trustees who oversee a number of community projects (<https://www.langholminitiative.org.uk/>).

The LI is currently in the process of buying over 5,000 acres of land and 6 residential properties from Buccleuch Estates in what is the south of Scotland's first large scale community purchase.

The purchase is high profile and has been well covered in the media over the past 18 months. In addition to the major funders, nearly 4,000 members of the public donated to the purchase.

The LI's ambition for the land is one where the environment and the local economy work together to provide the catalyst for community regeneration in Langholm. This vision has captured the attention and support of people locally and further afield. The LI hope to demonstrate that ecological restoration and sustainable development can be achieved to provide an example of green recovery in a post Covid world. Our vision for this land can be seen here [Creating the Tarras Valley Nature Reserve](#).

The land has huge cultural and natural heritage significance for both the local community and for naturalists across the country.

The Role

The Langholm Initiative (LI) are seeking to recruit an experienced Development Manager (DM) in order to help establish and create revenue streams from the first large scale community owned estate in the South of Scotland.

This fantastic opportunity is a fixed term 3 year position (subject to annual performance reviews) supported by the South of Scotland Enterprise. The successful candidate will be required to work closely with the new Estate Manager being recruited at the same time (www.langholminitiative.org.uk/vacancies).

The postholder must be mindful of the community's involvement in the work to fully realise the community ownership of the land and understand the work that has gone on to take it to this stage.

Purpose of the Role

The Development Manager (DM) will play an important role in establishing and developing the existing and potential revenue streams of the community owned estate. It is vital that the Langholm Initiative (LI) strive for the estate to remain sustainable and deliver on the potential economic impact for the local community. This must be achieved while aligning any future development with our environmental goals.

As well as overseeing the existing revenue streams from residential tenancies you will be required to identify and develop income streams from the asset and related resources. These should fit with the values of LI so that there is continued harmony between the environmental, community and commercial objectives.

This is a fixed term role where it is hoped at the end of it the LI will be in a strong position to be a responsible community land owner into the future. Following completion of this role the work undertaken will fall under the remit of the Estate Manager making a good working relationship between the two positions vital.

Responsibilities

The Langholm Initiative (LI) has undertaken an extensive feasibility study and developed a business plan. From this a number of opportunities were identified, which we would like to investigate further and include aspects such as:

- The development of an eco-campsite and other possible options for environmental tourism on the land;
- Further investigations into small scale renewable energy options. Building on the initial feasibility study that has been carried out; and
- Feasibility study regarding the future use of disused steadings for potential conversion.

The current business plan is not an exhaustive list of the potential of the community owned land. Using entrepreneurial skills the DM will be expected to investigate other potential opportunities.

In addition to leading of the development work above the successful candidate will be responsible for:

- Undertaking/overseeing an appraisal of the existing residential properties and develop a program of maintenance/development;
- Support the development of the brand, sales and marketing of income streams;
- Support the Estate Manager to develop an integrated land management plan;

- Work with the Estate Manager to investigate the creation of sustainable/responsible tourism infrastructure/opportunities that are sensitive to the site;
- Raising finance to fund capital projects including grant and loan funds (example projects could be steading redevelopment or tourism infrastructure);
- Developing any further subsidiaries that are required for the corporate governance structure as the business develops; and
- Reporting to funders and the board as required.

Responsible to

This postholder will be responsible to and report directly to the board of 'The Langholm Initiative Trading Company Ltd' (SC686219). They will be expected to provide regular reports to the Board as well as provide quarterly reports using key targets to demonstrate progress on the delivery of the role.

The postholder will also report to funders and other key stakeholders as required.

The postholder will work closely with the Estate Manager.

Responsible for

In the first instance the postholder is unlikely to be required to line manage staff. However depending on the success of the role this may be required in future.

Partnership working

During the acquisition of the land the Langholm Initiative has worked extensively with partners. We have a strong belief that this is the correct approach and would expect the successful candidate to fully engage with local and national partners. Examples below should be considered as a minimum of what is expected.

- Working with the local business community to identify opportunities that might come from the asset that lead to expansion, income generation, growth, and jobs in the wider community.
- Working closely with South of Scotland Enterprise and partners/funders to ensure strategic alignment.
- Working closely with the Estate Manager to liaise with partners to see how the asset can support local services – like social care, health, education/skills, housing, volunteering.
- Working closely with Dumfries & Galloway Council and Visit Scotland.

Reviewing the work

The position has initial funding for 3 years. The role will be subject to an annual review against agreed objectives.

Are you the Right Person for the Job?

This exciting role requires an experienced and dedicated individual that can provide evidence of successful commercial development work. This could be in a community third sector or private sector context. The right candidate will have an entrepreneurial side and enjoy managing their own workload to achieve agreed objectives.

Ideally you will have a healthy respect for the environment and factor this into your thinking when undertaking development work.

Our future Development Manager will be enthusiastic and excited about the potential this post has to offer. They will feel that they are playing their part in a new and ambitious project.

We would expect applicants to be able to demonstrate the following:

Qualifications/Experience	Essential/desirable
Educated to degree level in a relevant subject area such as business, economics, finance, etc. or relevant experience and a proven track record of project delivery.	Essential
Experience of reporting to a Board of Directors	Essential
Experience and evidence of leading successful development projects	Essential
Experience of partnership working with statutory organisations, businesses and local communities	Essential
Experience of raising finance including applying for grant funding and loans.	Essential
Be able to demonstrate an aptitude for enterprise	Essential
Financial Management: Producing and working to tight budgets and timescales	Essential
Communication Skills – including report writing, funding application, press release preparation, presentation skills and social media.	Essential
Be able to demonstrate experience of commissioning and employing contractors as well as overseeing works on location.	Desirable
Knowledge of renewable energy development	Desirable
Experience of managing rural residential properties	Desirable

Other

A full UK drivers licence and access to a vehicle.

Further Information

For further information including the project business plan please follow the link

<https://www.langholminitiative.org.uk/lmcb-info>

This position is supported by: South of Scotland Enterprise

Application Process

Stage 1

Please send a CV and cover letter (no longer than 500 words), which highlights your key skills and states clearly why you should be considered for the role, to admin@tarrasvalleynaturereserve.co.uk

Your CV and cover letter will be assessed and screened against the key requirements for the role in order to identify a shortlist of candidates for interview.

Closing date for applications is: 19th February 2021

Stage 2

If you are successful at stage 1 you will be invited to a virtual interview via Zoom (due to Covid restrictions). As well as answering interview questions you will be asked to provide a 15 minute presentation outlining what and how you will deliver *your* key objectives for the first 100 days in post.

Stage 3

If you are successful at stage 2 you will be invited to a final, less formal, interview and if lockdown restrictions permit, this may take place on site at Langholm.