



## THE LANGHOLM INITIATIVE

### JOB DESCRIPTION & APPLICATION PROCESS: ESTATE MANAGER

**Salary:** £35,000 per year (*permanent post*)

**Pension:** Initially 3% Employers Contribution

**Vehicle provided:** Yes

#### Overview

This role is being re-advertised and was initially posted in February 2021.

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 oversees a number of community projects.

<https://www.langholminitiative.org.uk/>

The LI has setup a trading subsidiary company (SC686219), which will manage the business activities of the newly formed nature reserve to be known as the Tarras Valley Nature Reserve (TVNR).

The LI has successfully purchased 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 and ecological 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 and enthusiastic Estate Manager (EM) who has the skills and passion to help create and establish a new nature reserve, as well as overseeing the day to day running of the first large scale community owned estate in the South of Scotland.

This is a fantastic opportunity to be part of an ambitious project, which will demonstrate 21<sup>st</sup> century exemplary land management practices.

It is a permanent position with the first 3 years funded by the Esmee Fairbairn Foundation. The successful candidate will be required to work closely with the new Development Manager role that will start in post in July 2021.

The incumbent 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

In collaboration with the Development Manager the successful candidate will be responsible for developing and then delivering an integrated land management plan which is aligned to the Langholm Initiatives aspirations and goals for the land. The work will be on going but some elements will require to be "project managed".

The incumbent will set up working/steering groups drawing on experience from stakeholders and from the community and ensure that all aspects of the management of the work have skilled advisers to ensure that the environmental business plan can be delivered effectively.

***Although the Estate Manager will be responsible for the day to day running of the estate it is important to emphasis, and understand, that the delivery of the project will require collaboration and teamwork and the incumbent will work with and receive the full support of the both the Development Manager and the Board of Directors (volunteers) in order to successfully deliver the project.***

## Responsibilities

Ecological restoration, wildlife conservation and addressing climate change are key objectives of the overall purpose of community ownership at Langholm. From the feasibility study and resulting business plan there are a number of specific projects to be taken forward including:

- The development of the integrated land management plan;
- Working towards achieving National Nature Reserve status;
- Approx. 500 acres of new native woodland creation in partnership with the Woodland Trust;
- Investigation into and delivery of peatland restoration works;
- Habitat improvement to adhere to statutory designations on some of the land (Site of Special Scientific Interest and Special Protection Area);

- Responsible and sustainable access to the land for the local community and nature-based tourism; and
- Establishing volunteer work parties.

The current business plan is not an exhaustive list of the potential of the community owned land. Using their own land management skills and through working collaboratively with all stakeholders and the Development Manager the Estate Manager will be expected to investigate other potential opportunities.

There is an additional area of 5,300 acres that the Langholm Initiative would like to acquire on behalf of the community. Discussions regarding this are ongoing and the postholder will be expected to lead the acquisition of this additional acreage.

In addition to the work above and with the support of the rest of the team, the successful candidate will be responsible for:

- The marketing and sale of commercial forestry products (likely through the use of an agent);
- Ensuring that necessary documentation regarding subsidies and agri-environment schemes are completed correctly and on time (with the help of relevant expertise and support);
- That compliance with any agri-environment schemes is adhered to;
- Raising finance to fund projects including grant applications;
- Work with the Development Manager to produce an integrated land management plan, incorporating the development opportunities highlighted in the business plan;
- Work with the Development Manager to investigate the creation of sustainable/responsible tourism infrastructure and opportunities that are sensitive to the site;
- Working with the Development Manager to produce and work to budgets; and
- Reporting to funders and the board as required.

### **Responsible to**

This incumbent 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 integrated land management plan.

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

### **Responsible for**

The incumbent will likely be required to line manage some staff as the project develops. Work will be agreed and supervised as appropriate to ensure a high quality of work is delivered.

Due to the practicalities of managing land the successful candidate will be expected to live in or near Langholm if they do not already do so. A property is not included, however this is reflected in salary.

## Are you the Right Person for the Job?

The candidate will be a confident, passionate and enthusiastic individual who has at least three years' experience of land / nature reserve management.

The person will have a good understanding of the natural heritage of Scotland and of working with a range of stakeholders including NatureScot and NGOs such as the RSPB Scotland, Woodland Trust and the John Muir Trust.

The right candidate will be able to use their own initiative and make key decisions as required.

They should be able to confidently manage their own workload and that of staff and volunteers.

Engaging the local community in the work will be a vital part of this post.

It would be advantageous but not essential for the incumbent to have some skills to undertake practical land management activities such as small scale forestry related work (minor tree planting and chainsaw work) and/or minor fence repairs.

### Qualifications and experience

Qualifications/Experience	Essential/desirable
Educated to degree level or equivalency in a relevant subject area such as ecology, conservation and/or land and estate or forestry management	Essential
Experience of reporting to a Board of Directors	Essential
Demonstrable leadership skills	Essential
Experience of partnership working with statutory organisations and NGOs	Essential
Experience of applying for funding and reporting to funders	Essential
Experience of leading and managing working groups	Essential
Knowledge of the statutory frameworks around land management in Scotland.	Essential
Line management experience	Essential
Driving licence (Full UK)	Essential
Basic understanding of woodland creation, commercial Forestry and peatland restoration.	Desirable
Experience of managing rural residential properties	Desirable
Basic agricultural experience including subsidies and grants	Desirable
Management qualification	Desirable
Financial management experience including budgets	Desirable
Experience of working with the community and volunteers	Desirable
Communication skills – including report writing, funding applications, press release preparation, presentation skills and social media	Desirable

## Further Information

**We encourage you to review** the project business plan, which can be found at the following link:

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

This post is funded by: Esmee Fairbairn Foundation

## 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](mailto: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: **30th April 2021** - early expressions of interest / applications are welcome.

### Stage 2

If you are successful at stage 1 you will be invited to a digital 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.