



Tayvallich Initiative Project Manager

Are you an experienced Project Manager who has the enthusiasm and versatility to help us drive forward our land management, renewables and housing objectives? Do you have a successful track record in fundraising to build upon the significant amount of funding we have already attracted to kick-start our Tayvallich Initiative?

We are seeking a part-time, freelance Project Manager who will work with our Board and Working Group Leads to drive forward our action plans for the next 12 months for the land our community owns. The key focus will be to identify and apply for funding opportunities to enable us to achieve our objectives as well as finding other ways to generate alternative sources of revenue. You will also take a lead in ensuring our local community continues to be as actively involved and engaged as they have been so far.

As you will be required to attend our Board and Working Group meetings and consultation events, some out-of-hours working will be required.

- Role Title: Project Manager
- Freelance opportunity, fixed term, for one year
- Hours: on average 2 days a week
- Remuneration: £275 per day (inclusive of VAT if applicable and expenses). £26,400 total fee
- Reporting to: Chair of Tayvallich Initiative Board
- Location: Tayvallich, Mid Argyll. This role is home-based and would ideally suit someone based locally in the Mid Argyll area who can travel to the community for events and engagement meetings. The Tayvallich Community Hall is available for community events and has some space for office working.

Applying for this role

Please send us your CV along with the following additional information. This should be submitted as one PDF document:

- A written statement about how you would approach this Project Manager role.
- Your experience and personal skills in relation to the role specification (see below). It will help if you can give specific examples for each point of this role specification within your outline.

Please send your proposal to recruitment@tayvallichinitiative.org by **5pm on Monday 11 August 2025**.

Zoom interviews for shortlisted candidates will be held on **Tuesday 19 August 2025 and Wednesday 20 August.**

Direct any questions on the role to recruitment@tayvallichinitiative.org

More information on Tayvallich Initiative can be found at tayvallichinitiative.org

This post is funded by TI, the Scottish Land Fund, Esmée Fairbairn Foundation and Highlands and Islands Environment Foundation.

Role Description

The key focus of this role will be to:

- Maintain an overview of our Working Group plans to ensure our project objectives are delivered
- Take the lead in fundraising to attract the revenue needed to sustain and grow our initiatives
- Manage the Community Rangers to ensure the delivery of their associated projects

Project Management

- In conjunction with the Working Group Leads (Housing, Renewables, Land) develop, prioritise and drive forward a project plan of activities to be achieved during 2025 and 2026 (ensuring funders required outcomes are met).
- Maintain an overview of all Tayvallich Initiative projects and regularly evaluate the progress and impact of these project activities, preparing brief written reports for the Board (and as required by funding agencies).
- Monitor all project finances (including grant funding claims and drawdowns where applicable), management of invoices and payments, keeping accurate and up-to-date accounts in conjunction with the TI Board's Finance Director and Company Treasurer.
- Keep existing operational policies and procedures for TI under review to ensure the safe and effective running of the organisation and meet the needs of funding bodies.

Fundraising

- Identify sources of additional funding to enable the progression of TI projects, to support housing and help deliver land management and renewables plans
- Make applications for funding and liaise and follow-up with potential funders to progress these to completion.
- Set up and maintain systems to monitor funding outcomes and indicators.
- Make recommendations to the board for other fundraising activities that could be explored to generate alternative sources of revenue and lead the development of those approved.

Land Management

- Working closely with the Land Management Working Group Lead, oversee the costing and implementation of the management plan for all areas of TI community-owned land.
- Oversee the implementation of a new Invasive Species project ensuring all health and safety considerations and risks are well managed and that the programme runs to plan.
- Oversee the delivery of the Access and Inclusion Project, funded by Esmée Fairbairn Foundation. This includes: budget management; updating the monitoring and evaluation plan; liaising with the project advisor; organising review meetings with the project adviser and the Ranger team to ensure the project continues to thrive and deliver targets.
- Manage the two part-time TI Community Rangers (each working one day per week) ensuring:
 - Projects are delivered within budget and timescales
 - Risk assessments are developed for all activities and signed off with the assigned TI board director prior to works commencing
 - Any new project initiatives suggested are reviewed using our TI template and your recommendation sent to the board for approval
 - Funding is sought for the continuation of the roles going forward.
- Develop good working relationships with other land agencies and neighbours in liaison with the TI Board.

Housing

- Provide additional support to the Project Development Manager (Housing) if required, in particular in running and organising consultation sessions with the local community.
- Ensure any proposed housing developments integrate TI objectives for land and renewables and maximise the impact of these for the benefit of the local community.

Renewables

- Working alongside the Renewables Working Group Lead, assist with project development, consultations and planning for a solar array on TI land.
- Support the Renewables Working Group lead in plans for shared ownership of a commercial scale wind farm.
- Work with the Renewables Working Group and any Renewables consultants to develop a strategy for future renewable energy initiatives (both domestic and commercial scale).

Consultation and Communication

- Following on from the development of the Tayvallich Vision, work with our local Tayvallich partners to create a Community Action Plan, which encompasses community initiatives and provides a framework for the ensuring the sustainable future of Tayvallich.

- Organise and run consultation sessions with the local community to ensure a high degree of information-sharing and participation regarding the development of TI community-owned land.

We are aware this role has a broad remit so the Chair of the Board will provide direction regarding priorities at regular catch-up meetings. Given the nature of this role, we would also need the appointed Project Manager to have some flexibility to vary hours to meet the fluctuating demands of the role. The appointed consultant will report directly to the Chair of the Board and will provide update reports to the Board of Directors as required.

Role Specification

In addition to your CV, please summarise your experience and personal skills in relation to the role specification below. It will help if you can give specific examples for each point of this role specification within your outline.

Experience

- Previous demonstrable experience of project management (and associated financial management)
- Experience of developing and submitting bids for funding

Personal Skills

- **Project Management** – ability to manage and deliver projects within agreed timescales
- **Building Relationships** – able to develop and maintain effective relationships with partners, directors, external agencies, stakeholders and the local community
- **Enthusiasm and Motivation** – able to engage and motivate local community with the development and progression of projects
- **Financial Management** – ability to put in place appropriate financial controls to ensure projects are delivered within set budgets
- **IT** – Well-developed IT skills (in particular Word, Excel, Teams)
- **Excellent Communication skills** – both written and oral (including confident presentational skills)
- **Negotiation** – able to negotiate effectively and persuasively to gain acceptance of proposals
- **Initiative** – able to work autonomously on a day-to-day basis with minimum supervision
- **Organisational Skills** – able to prioritise work, plan and to work to deadlines
- **Problem-Solving** – Able to problem solve and find solutions to issues blocking project delivery
- **Tenacity and Resilience** – Able to work under pressure and public scrutiny and deliver results to tight deadlines.

Further Background and Context

Tayvallich is a small and isolated coastal community with a resident population of a little over 250. The village is losing population; 38% of properties are not used as principal homes (i.e. they are holiday homes or second homes), and there are very few houses available for residential rental. Holiday homes are key and crucial for the local economy, but availability of affordable housing is low.

House prices are high, far above the affordability of typical Argyll employee salaries. It is an ageing community because it is virtually impossible for younger people to find a home to rent and remain in the community. The key local businesses including the community shop and pub find it difficult to retain staff because of housing costs.

Tayvallich Initiative (TI) was established in 2022 when the majority of the Tayvallich Estate, which covers around 3,500 acres (1,368ha) of the peninsula, was put up for sale, and was subsequently sold to Highlands Rewilding Ltd in 2023. The local community came together in order to manage land that was gifted to the community and to purchase further land for community ownership from Highlands Rewilding.

TI was created with a driving ambition to create a more sustainable future for the village and its surrounds and to tackle key priorities raised by the community – namely depopulation, lack of housing, sustainable and sensitive habitat management and becoming a net zero community.

Our vision is to protect and enhance what makes Tayvallich and the surrounding area unique – its natural heritage and the community's resilience and commitment to the area. Community land ownership helps to enable these ambitions to be realised.

What we do to address these needs

TI have been gifted parcels of land and has also received an award from the Scottish Land Fund to purchase further land from Highlands Rewilding. TI now has guardianship of the following land:

- Cnoc Leis
- Polldearg, also known as Archie's Land, including Taigh Eairdsidh
- Mary MacDougall Bequest Land
- Turbiskill, including Turbiskill Farmhouse and Turbiskill Barn.

Since our formation we have commissioned an options appraisal for land use and housing, options appraisals for renewable energy developments, undertaken extensive community consultation and produced plans to support the asset purchase. Our current key projects are as follows:

HOUSING

TI is a registered landlord and has taken possession of two properties, one which was tenanted when we took possession and one which we have let out to local community members using a local housing allocations policy that TI developed and applied.

TI has become a Rural Housing Body which enables it to administer Rural Housing Burdens to ensure that local housing is used as purchasers' primary residence, assisting with housing for local people.

TI is also progressing plans to develop housing and is working in partnership with Communities Housing Trust on developing Poldearg for 10 affordable houses with tenures to include social equivalent rent and low cost home ownerships with a Rural Housing Burden attached ensuring affordability in perpetuity and that the house is a primary residence not a second home. A funding application has been placed to the local authority Strategic Housing Fund for £99,111 to enable commissioning of architect, quantity surveyor, structural engineer, and support the planning process. The next phase of housing will be financed through the Rural and Islands Housing Fund (Scottish Government funding to support rural housing) and it is hoped that build will begin in summer of 2026.

This is a key project for Tayvallich and the community, as it is directly focussed on addressing depopulation and providing housing for a mixed demographic. When we advertised Taigh Eairdsidh for rent we had 50 expressions of interest and 11 applications, all from people with employment either in Tayvallich or surrounding communities. We also had local residents with insecure tenancies applying for a secure tenancy. The couple who was allocated the house run the local shop/café and work in the primary school.

LAND AND HABITAT MANAGEMENT

TI is progressing surveys which will lead to better habitat management and has been successful with funding from the Esmée Fairbairn Foundation for two Community Rangers which is encouraging and enabling practical conservation and path restoration, but more importantly enabling the community to enjoy, access and understand the unique habitats of the area through guided walks and talks and interpretation. We have written a Conservation Management Plan which has been approved by Nature Scot and will guide our biodiversity and habitat management. We have a land management plan which details all the practical things we need to do to manage our land safely and effectively. As of June 2025 we received funding from the Highlands and Islands Environmental Fund for dedicated invasive species management. This will enable our Rangers to increase their hours, get dedicated training and recruit another pair of hands and a team of volunteers over the next year.

NET ZERO

TI has been carefully researching all options regarding renewable energy as a means of moving to a net-zero community. We have recently received a positive feasibility study for a solar array on community land and have a grid connection offer. We are applying for funding for the next phase which will be moving through the planning process and further community consultation and technical studies. We will be producing a financial plan for the proposed development and are investigating the options for an Energy Local Club which would provide affordable energy for the community from our own sources. We are also in discussions with other Mid Argyll communities regarding investing in a proposed commercial scale wind farm. This shared ownership would generate significant future income.

COMMUNITY GROWING

Community consultations have consistently highlighted an appetite and ambition to utilise Mary's Land, part of the gifted land, for community growing. Funding was received from UK Shared Prosperity Fund which has enabled planting of trees and hedging, creating raised beds and erecting fencing around the site as well as purchase of key equipment. The group are now producing fruit and vegetables and have a community composting facility. The site is also a communal meeting space and open to all.

COMMUNITY ACTION PLANNING

We have been and will continue to facilitate cross-community consultation and involvement in creating a Community Action Plan. We raised the funds and commissioned consultants to help us with a Visioning Process. This resulted in a comprehensive visioning statement which will be a strong foundation to a Community Action Plan. This was a collaborative project with Tayvallich Village Hall, Tayvallich Bay Association (they run the moorings), Tayvallich Primary School, Tayvallich Community Company (they own and lease out the shop/café) and the local church.

Impact and achievements

A lot of our achievements are mentioned above. We have done a lot in under three years to address the needs and priorities raised by our community. We have been making a difference in the following ways:

- Provision of additional house for affordable rent
- Improvement and upgrading of rented accommodation and provision of secure tenancy
- Progressing at pace plans for new housing for affordable rent
- Involvement of the community – working groups, community lunches, consultations, guided walks
- Improvements to habitats and landscape and plans in place for further land and habitat management
- Leading discussions and investigations with the community regarding how to become a net zero community
- Progressing plans for a solar array and preparing for a planning application for this
- Progressing plans for an Energy Local Club which would provide cheaper electricity from renewable energy sources locally
- Provision of a new community growing space and funding for this