

REGIONAL DELIVERY MANAGER

The John Muir Trust is looking for two Regional Delivery Managers to join the team in an exciting time of organisational growth and development.

These roles will report directly to the CEO, be members of the Executive Team and share collective responsibility for delivery of the organisation's strategy and vision: - *"a world where wild places are valued for present and future generations."*

Regional Delivery Managers will be (following organisational development in 2022) leading dedicated teams operating in distinct geographic areas. These areas are likely to be fluid, with a starting point as:

1. North - North of the Great Glen
2. South - Wales and England (excluding the north of England)

The Regional Delivery Managers will provide vision, leadership, and management skills to enable the organisation to achieve its delivery targets and organisational development. They will have substantial management experience, a talent for building relationships, and a proven track record in operational delivery, community engagement and both staff and project management.

The John Muir Trust is committed to working together to promote a more inclusive environment and it needs a diverse team to realise this. Applicants for these roles are welcome from all walks of life with diverse backgrounds, cultures, perspectives, and experiences to support our work on behalf of wild places.

MAIN RESPONSIBILITIES

Delivery

- Lead effective and efficient team delivery.
- Lead delivery of programmes covering partnerships, land management, engagement, Award and advocacy casework.
- Work with the executive team on ensuring delivery of the Trust's long-term strategy to achieve organisational goals.
- Represent the Trust as a senior spokesperson in the related geographic area.

Executive Team

Regional Delivery Managers will be members of the Executive Team (ET) and as such the post-holders will be expected to play a proactive role in the management of the organisation, including:

- Organisational strategic planning and development.
- Income and expenditure budget planning and management.
- Advising members of ET on capacity and innovation.
- Leading on taking papers (reporting, advising and seeking approval) to the Board and Committee meetings as appropriate.
- Produce cost-effective budgets to achieve action plans.
- Develop and maintain tracking and evaluation systems.
- Ensure ET is kept informed of progress on delivery targets, budgets, and risk management.

Staff Management

Line management of staff, including:

- Agreeing objectives and work plans.
- Managing workload and performance through regular one-to-one line management discussions and looking after the health, safety and wellbeing of the team.
- Planning and implementing personal development programme for team members in all relevant skills.
- Undertaking annual performance reviews.

PERSON SPECIFICATION

Essential experience

- At least three years' experience in a similar role.
- Proven track record of managing staff, budgets, projects, conflict, and partnerships.
- Successful, significant, and relevant achievement at management level in a comparable organisation.
- Experience of utilising the strength of an organisation's brand for delivery.
- Proven ability to build and manage teams of staff, and address performance issues in a timely manner.
- Effective dissemination of information to large and diverse groups.
- Demonstrable experience as a senior spokesperson in an organisation.

Essential skills and knowledge

- Strong skills in leadership, management, and social awareness.
- High level ability in staff and project management.
- Strong written and oral skills with the ability to present and convey complex ideas and issues clearly and coherently and to a wide range of different audiences.
- Deep understanding of ecology, rural economics, and practical land management.
- Track record of bringing innovative creative thinking and fresh ideas to an organisation and/or its services.
- Demonstrable ability to evaluate initiatives and programmes within the scope of the post and initiate, develop and deliver new initiatives that build on their successes.
- Knowledge of managing organisational risk and reputation.
- Highly self-motivated and able to work autonomously, take initiative and make decisions.
- Commitment to the Trust's core values and strategic direction.

Essential aptitude

- Innovative management style.
- Ability to work flexible hours.
- Energy, enthusiasm and flair to work hard and achieve ambitious targets.

Qualifications

- Educated to degree level or equivalent.
- Evidence of Continued Professional Development relevant to the role purpose and level.

TERMS AND CONDITIONS

Salary:	£39,420 P.A
Location:	Subject to discussion
Probationary period:	3 months
Line Manager:	Chief Executive
Pension:	5% contribution to group auto-enrolment scheme
Holidays:	34 days per year plus 2 'wild days'
Hours:	35 hours per week (flexible working applies)

John Muir Trust standard terms and conditions of employment apply