



SCOTTISH LAND COMMISSION  
COIMISEAN FEARAINN NA H-ALBA

## Advert

# Head of Land Rights and Responsibilities

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**Salary:** £47,827 - £58,653

**Location:** Flexible, with regular presence in the Inverness office required.

**Fixed Term:** 18 months

This fixed term post offers an exciting opportunity to join the Commission's management team and shape the development of a key part of the Commission's remit and delivery.

The Scottish Land Rights and Responsibilities Statement (LRRS) sets out a clear vision and principles for the relationship between people and land in Scotland. The Statement adopts a human rights approach to land, seeking to realise people's economic, social and cultural rights and ensure responsibilities to others are fulfilled so that Scotland's land benefits everyone. It is relevant to all land, both urban and rural and the Scottish Land Commission has a key role in supporting its implementation.

### The Role

The postholder will lead and develop the Commission's role in supporting effective implementation of the Scottish land rights and responsibilities principles, in the context of Part 1 of the Land Reform (Scotland) Act 2016. The post combines a significant externally facing role engaging with stakeholders to drive change on the ground, and a remit to help shape the future development of the Commission's policy and advisory work to deliver systemic change in land ownership and use.

The postholder will be a member of the Commission's management team. They will be responsible for leading delivery of the Commission's current practice programme; while at the same time reviewing and advising on a structured programme of development for the Commission's policy and advisory work in this area. The role includes management responsibility for 3 staff posts.

### Key duties

Direct and develop the Commission's good practice programme – leading the Commission's role in influencing changes on the ground, through protocols, guidance, advice and reviews;

Shaping the Commission's future work through identifying ways to better embed land rights and responsibilities principles in wider policy, practice and legislative measures;

Lead and develop an empowered and motivated staff team, including line management responsibilities;



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Provide effective corporate leadership as part of the organisation's management team, engaging internally and externally to bring to life our values of integrity, challenge, innovation and empowerment.

## **The Person**

The successful candidate will be looking for an opportunity to influence positive change in land ownership and use in Scotland, and bring the necessary challenge, leadership and support to influence others.

The candidate will possess a degree or equivalent experience in a relevant area. They will have in-depth knowledge of policy and practice in relation to Scottish land ownership and use, and an understanding of the context and role of the Land Rights and Responsibilities Statement. The candidate will have the ability to understand perspectives and influence change within land sectors as well as a proven ability to engage constructively and proactively with a wide variety of stakeholders with differing views and perspectives.

The candidate will have experience of senior management, business planning and budget responsibility, and the experience to lead a staff team through support, challenge and empowerment. They must also have the ability to reframe issues & problems to deliver new ways of working. A willingness to travel to fulfil the requirements of the post is essential.

## **Application Information**

The standard working week is a 5 day week, Monday to Friday, of 37 hours.

Applications on a secondment basis will be considered.

Applications are invited by application form which can be found on our website [www.landcommission.gov.scot/work-for-us/](http://www.landcommission.gov.scot/work-for-us/) along with a detailed job description, privacy statement and equality statement. Completed applications should be submitted to [Caron.Munro@landcommission.gov.scot](mailto:Caron.Munro@landcommission.gov.scot) prior to the closing date.

Closing date for applications is 5 pm on **Friday 3<sup>rd</sup> April 2020**.

Interviews will be held in Inverness in April 2020.