

Head of Land Rights & Responsibilities (Fixed Term 18 months)

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

Salary: £47,827 - £58,653

Job Description

Summary

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

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.

Background

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.

The Land Commission has a key role to support the development and realisation of these principles in practice.

The Commission is currently delivering a good practice programme to support change, confidence and capacity in the implementation of the LRRS principles. The programme includes the publication of protocols and guidance, targeted training and CPD and the provision of advice. The Commission engages with a wide range of stakeholders across land ownership and land use sectors, professional agents and advisers, communities and public bodies to deliver this programme.

As well as delivering the current programme, the Commission is considering how the realisation of the LRRS principles might be strengthened by other means. This includes how rights and responsibilities are better connected in practice, how LRRS principles should be embedded in other policy mechanisms and how an effective balance of statutory and discretionary measures can best support the Scottish Government's expectations for land rights and responsibilities.

This work will inform the Commission's own strategic development and the advice it provides to Ministers on policy, legislation and, in due course, a review of the Land Rights and Responsibilities Statement as required by statute.

The role

The postholder will be a member of the Commission's management team for a fixed period of 18 months. 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.

Responsibilities:

Direct and develop the Commission's good practice programme:

- Shape and develop the good practice programme including development of protocols, guidance and associated advice and casework;
- Lead and develop the Commission's role in influencing changes on the ground;
- Engage widely with stakeholders to develop and promote clear, creative and engaging messages about land rights and responsibilities;
- Create positive networks, developing trust and credibility;
- Make effective connections across the Commission's workstreams to ensure an integrated and effective land reform programme.

Review and advise on the future development of the Commission's work to strengthen practical realisation of land rights and responsibilities, with a particular focus on:

- Identifying ways in which the LRRS principles can be better embedded in both policy and practice beyond the Commission's work;
- Developing the potential roles of statutory and discretionary measures to strengthen realisation of land rights and responsibilities;
- Connecting effectively the Commission's policy, research and practice work to maximise impact;
- Advising on the skills, capacity and ways of working needed within the Commission to deliver against the future direction for this work.

Lead and develop a staff team:

- Provide leadership and management to support an empowered and motivated staff team including line management responsibilities;
- Maintain effective communications between staff and Commissioners;
- Hold delegated responsibility for budget allocations.

Provide effective corporate leadership as part of the organisation's management team:

- Contribute to effective corporate governance, business planning, staff and financial management;
- Represent the Commission regularly at senior levels with stakeholders, Scottish Government, public meetings and events;
- Contribute actively to the organisation's ongoing development and delivery, bringing to life its values of integrity, challenge, innovation and empowerment.

Person Specification

Criteria	Essential	Desirable
Qualifications & professional Experience	A degree or equivalent professional experience in a relevant area. Proven track record within a similar environment	

<p>Land reform, use and management</p>	<p>In-depth knowledge of Scottish land policy, use and management and an understanding of the context, relevant issues, and the Land Rights and Responsibilities Statement</p> <p>Ability to understand and influence perspectives and change within land sectors</p>	<p>Knowledge and experience of both urban and rural land sectors</p>
<p>Stakeholder engagement</p>	<p>Excellent written and verbal communication skills, able to present strategic ideas in a clear and positive way</p> <p>Proven ability to engage constructively and proactively with a wide variety of stakeholders with differing views and perspectives.</p>	
<p>Staff management</p>	<p>Proven ability to manage a staff team, through leadership, support, challenge and empowerment;</p> <p>Line management experience.</p>	<p>Experience of raising performance using constructive challenge feedback and coaching skills.</p>
<p>Organisational leadership</p>	<p>Senior management experience;</p> <p>Experience of business planning and budget responsibility;</p> <p>Ability to reframe issues & problems to create opportunities for creative thinking to deliver new ways of working.</p>	
<p>Other</p>	<p>Willingness to travel to fulfil requirements of the post.</p> <p>A resilient and self-aware role model, recognises impact on others, creating an environment which supports diversity & equality, health & wellbeing.</p>	