

SENIOR POLICY OFFICER JOB DESCRIPTION AND PERSON SPECIFICATION

Context

The Scottish Land Commission's vision is: a fair, inclusive and productive system of ownership, management and use of land that delivers greater benefit for all the people of Scotland.

The SLC is focused on four strategic priorities:

- **land for housing and development** – bringing vacant and derelict land back into productive use, improving land supply for housing and other productive development, and stimulating a more proactive approach to developing land in the public interest;
- **land ownership** – reviewing the issues associated with scale and concentration of land ownership, normalising community ownership and examining the potential role of land value tax and wider fiscal policy;
- **land use decision making** – improving the quality and accountability of decision making, supporting practical implementation of the Land Rights and Responsibilities Statement and guidance on community engagement;
- **agricultural holdings** – improving the relationships between landowners and tenant farmers and reducing land barriers to new entrants into farming.

Our priorities are set out in our Strategic Plan 2018-21 and our Programme of Work sets out in more detail how the Commission works to improve the productivity, diversity and accountability of the way land is owned and used in Scotland. As well as making recommendations on policy and legislation, we seek to shape and improve good practice on the ground.

The Scottish Land Commission is an Executive Non Departmental Public Body established by the Land Reform (Scotland) Act 2016.

Our **values** as an organisation are:

Integrity – we work for and are accountable to the people of Scotland;

Challenge – we challenge ourselves and others to lead change;

Innovation – we develop ambitious and progressive thinking;

Empowerment – we motivate ourselves and others to realise Scotland's ambitions;

Purpose

The purpose of this role is to support the Head of Policy and Research in delivering the Land Commission's programme of work, with a particular focus on our Land for Housing and Development priority. The successful candidate will be expected to lead project delivery on a number of priority work-streams:

- vacant and derelict land – we have established a cross sector task force to significantly reduce the amount of vacant and derelict land in Scotland;
- land value capture – we are investigating options for capturing more of the publicly created uplifts in land values to help fund infrastructure delivery; and
- public interest led development – we are looking at ways of encouraging a more proactive approach to delivering major development.

The successful candidate will also be required to make a proactive contribution to the strategic direction of the areas of work in which they are involved and build relationships with key stakeholders in relevant sectors.

This post reports to the Head of Policy and Research.

Responsibilities

- Shape and lead delivery of key projects within the land for housing and development priority including vacant and derelict land, land value capture, public interest-led development;
- Develop strong relationships with relevant stakeholders, industry and professional bodies and use these to inform and build support for policy recommendations and good practice;
- Develop, commission and report on key evidence requirements to inform and shape policy, including managing externally commissioned research contracts;
- Draw on personal experience and knowledge of best practice from around Scotland and further afield to develop innovative policy approaches;
- Collaborate with other members of the policy and research team to develop a robust approach for monitoring and evaluating performance;
- Represent the Land Commission at external conferences and events, presenting results of research and policy proposals and recommendations as required;
- Contribute to the wider delivery and strategic development of the Commission's programme of work;
- Delegated authority for management of project budgets;
- Play an active role in promoting wider land reform objectives by participating in an on-going programme of public engagement (public events, articles and blogs); and
- prepare and present papers relating to core areas of activity at regular Commissioner's meetings.

The Person

Skills and Experience

This role is likely to suit an experienced property market professional, with a background in housing, development, planning and/or regeneration.

Criteria	Essential	Desirable
Qualifications & professional Experience	A degree or equivalent professional experience. Experience working in a policy development role in housing delivery, development planning, regeneration or a related field.	Evidence of ongoing commitment to continuing professional development such as a relevant post-graduate qualification or membership of a relevant professional organisation. Experience working in or closely with the development industry.
Housing and development expertise	Strong understanding of development economics. Awareness of land related constraints to housing delivery and the productive use of vacant and derelict land.	Awareness of current policy debates and long-term trends relating to the land for housing and development priority.
Communication & stakeholder engagement	Experience of representing an organisation with external stakeholders. Exemplary written and verbal communication skills.	Established professional networks spanning public and private sector development interests. Ability to articulate complex policy

		positions clearly to a variety of audiences.
Project management	Strong project management skills and the proven ability to meet deadlines. Ability to manage own work-load in order to deliver organisational objectives. A flexible approach and ability to respond positively to change.	Experience managing external contractors and/or leading multi-partner projects.
Other	Willingness to travel to fulfil requirements of the post.	