

Land and Rural Estates Group Manager Grade 12

Our Vision

An innovative, ambitious and sustainable county, where everyone has the opportunity to prosper, be healthy and happy.

Our Outcomes

We want everyone in Staffordshire to:

- Have access to more good jobs and share the benefit of economic growth
- Live in thriving and sustainable communities
- Be healthier and more independent for longer

Our Values

Our People Strategy sets out what we all need to do to make Staffordshire County Council a great place to work, where people are supported to develop, flourish and contribute to our ambitious plans. Our values are at the heart of the Strategy to ensure that the focus is on what is important to the organisation and the people it serves:

- **Ambitious** – We are ambitious for our communities and the people of Staffordshire
- **Courageous** – We recognise our challenges and are prepared to make courageous decisions
- **Empowering** – We empower and support our people by giving them the opportunity to do their jobs well.

About the Service

The Business and Enterprise Service of Staffordshire County Council (SCC) sets the strategy and direction for growth in Staffordshire's £18 billion diverse economy and oversees a broad range of services along with other parts of the County Council's Economy, Infrastructure and Skills Directorate, including:

- A County Farms service offering tenant farm opportunities for new entrants to the farming sector or for those looking to expand their current businesses
- The operation of our Enterprise Centres to enable our businesses and the wider economy to thrive
- Funding advice and wider business support activity to encourage new business start-ups, innovation and opportunities for a more sustainable economy
- Setting the direction and vision of our visitor economy on behalf of the Local Visitor Economy Partnership
- Planning Policy and Regulation work to shape the direction of future growth in Staffordshire and the management and safe operation of our minerals and waste resources
- Our ambitious Economic Growth Programme to create the conditions for growth for Staffordshire's businesses and communities and regenerate our towns
- Investment support activities to encourage new investors and facilitate local businesses to grow

About the Role

As part of the Economic Growth and Delivery team within the Business and Enterprise Service area, the County Farms service oversees the County Councils Rural Land Portfolio to provide opportunities for the creation of, and growth of agricultural businesses within the county.

Tenanted farm opportunities are offered nationally, with an emphasis on bringing the most entrepreneurial and skilled individuals to Staffordshire. With agriculture at the heart of the service there is a focus on local food production as well as providing opportunities for progression within and beyond the estate.

The estate is run as a business and makes an overall net financial return of around £700,000 per annum to the County Council, helping to support other key services whilst achieving the direct benefits of the wider service provision. The post holder will be expected to put in place practices to

maximise the returns from the portfolio, through sound financial management, potential diversification opportunities, social enterprises, rural business units, development sites, and wider amenity use. There are also opportunities to compliment the County Councils wider objectives to improve the health and wellbeing of our communities and enhance the natural environment.

As the lead manager for the councils highly regarded County Farms team, the post holder will be responsible for the estate's efficient, safe and effective operation, working closely with tenants on the estate which extends across 6,500 acres and 63 equipped holdings

Reporting Relationships

Responsible to: Head of Economic Growth and Delivery

Responsible for: Land Agent, Assistant Land Agent, Administrative Co-ordinator

Key Accountabilities:

1. Managing the County Councils' Land and Rural Estate on behalf of the County Farms Service, providing Strategic Management and high quality, cost effective land agency service for the County Council to enhance long term viability and revenue opportunities.
2. Promoting the service to external stakeholders nationally and providing and maintaining a network of contacts to enable the success of the service and wider County Council objectives.
3. Upholding and enhancing the reputation of the service by influencing industry bodies for support.
4. Making recommendations to the County Council for the future strategic direction of the estate, and where appropriate managing any sales and acquisitions of property assets and developing policies to maintain a fit for purpose estate and service.
5. Advising County Council Members and other departments of the County Council on agricultural and rural property matters.

6. Effectively leading the County Farms Service, by undertaking budgetary and performance management responsibilities for the service and its staff.
7. Effectively managing the marketing and promotion of all opportunities across the Rural Estate and County Farms Service.
8. Management of the Repair, Maintenance and Capital works on the County Farms Estate properties ensuring value for money in the supply chain.
9. Working with external business partners to achieve value added returns on property assets and exploiting commercial opportunities where appropriate.
10. Seeking and identifying efficient, vibrant and forward thinking agricultural tenants with the ability to grow business.
11. Maximising opportunities to grow the Rural Estate and County Farms Service through liaison with private sector partners and landowners.

Other Information

This post is designated as a casual car user.

The post holder will need to meet the travel requirements of the role, as well as operating from a base in Stafford there will be a need to regularly attend site visits as a significant part of the role.

This post has no political restriction.

Professional Accountabilities:

The post holder is required to contribute to the achievement of the Council objectives through:

Financial Management

Personal accountability for delivering services efficiently, effectively, within budget and to implement any approved savings and investment allocated to the service.

People Management

Engaging with People Management policies and processes

Equalities

Ensuring that all work is completed with a commitment to equality and anti-discriminatory practice, as a minimum to standards required by legislation.

Environment

Deliver a reduction in the Councils' environmental impact through a proactive focus on key priorities to support the economy, nature and communities.

Health and Safety

Ensuring a work environment that protects people's health and safety and that promotes welfare, and which is in accordance with the Council's Health & Safety policy.

Safeguarding

Commitment to safeguarding and promoting the welfare of vulnerable groups.

The content of this Job Description and Person Specification will be reviewed on a regular basis.

Person Specification

A = Assessed at Application
 I = Assessed at Interview
 T = Assessed through Test

Minimum Criteria for Disability Confident Scheme *	Criteria	Measured by
	<p>Qualifications/Professional membership</p> <ul style="list-style-type: none"> Member or Fellow of the Royal Institution of Chartered Surveyors and be able to demonstrate a significant level of post qualification experience Fellow of the Central Association of Agricultural Valuers (CAAV) 	<p>A/I</p> <p>A/I</p>
 	<p>Knowledge and Experience</p> <ul style="list-style-type: none"> Extensive knowledge and experience of Rural Estate management Extensive knowledge of agriculture and business enterprises and practices Proven experience of Strategic Estate management, including through negotiation with multiple stakeholders Proven experience of the financial planning and management of a rural land portfolio 	<p>A/I</p> <p>A/I</p> <p>A/I/T</p> <p>A/I</p>
 	<p>Skills</p> <ul style="list-style-type: none"> Capable in networking and influencing The ability to work on site and liaise with agricultural tenants Provide attention to detail and maintain accuracy in work The ability to successfully lead a team The ability to work under pressure and to deadlines The ability to work flexibly in the organisation and champion the County Farms Service 	<p>A/I</p> <p>A/I</p> <p>A/I/T</p> <p>A/I</p> <p>A/I/T</p> <p>A/I</p>

