

## Job Description

<b>Role:</b>	<b>Legal Professional - Associate Director</b>
<b>Team:</b>	<b>Infrastructure Finance and Programmes/Net Zero</b>
<b>Reports to:</b>	<b>Senior Associate Director – Net Zero Buildings</b>

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### Job Purpose

We are seeking to appoint a legal professional.

The successful candidate will work across Scottish Futures Trust (SFT) and with Scottish Government, local government, other public sector agencies and the private sector to drive SFT work in relation to implementing and successfully delivering on Scotland's Net Zero ambitions. The role will be focused on working as part of the Heat Network Support Unit to facilitate the development, delivery and expansion of heat networks.

### Location

Based at SFT's offices in Edinburgh. SFT works flexibly, with an expectation that colleagues need to be in the office for meetings as required, but not full time. Additional travel will be required to attend external meetings.

### Position

The appointment will be at Associate Director Level.

### Dimensions

The successful candidate will work as part of an SFT team of net zero specialists drawn from a combination of legal, procurement, financial, and energy management backgrounds. They will also be required to work closely with our partners (Scottish Government and Zero Waste Scotland) as part of the Heat Network Support Unit.

### Principal Responsibilities

- Progress the development and implementation of heat networks, in particular heat networks at scale.

- Work collaboratively as part of the Heat Network Support Unit, across the public sector and, with private sector consultants and contractors. Draw on legal and commercial skills and experience to provide considered input and advice on the development and delivery of heat networks, adopting approaches that fit with stakeholder objectives and are aligned with Scotland's Net Zero ambitions.
- Support projects throughout a project lifecycle but with a focus on the feasibility through to business case development and commercialisation .
- Support the development of delivery/funding and financing structures and supporting contracts / guidance.
- Share best practice and provide 'critical friend' support to procuring authorities developing heat network projects at scale.
- Develop and maintain key stakeholder relationships.
- Conduct research and analysis and prepare and deliver concise reports and presentations to senior management teams and colleagues.
- Share knowledge with SFT colleagues, those involved in public sector procurement and private sector contractors, about the commercial principles of heat networks and the wider decarbonisation agenda.
- Facilitate the setting up of, and oversee, governance arrangements where appropriate.

## **Contextual Information**

SFT is seeking an experienced legal professional ideally with projects experience, for example in advising on the structuring and procurement of energy projects. The role will suit someone who is keen to get involved in a wide range of activity from informing policy to project delivery and they should have an active interest in climate change legislation / energy / environmental law. The successful candidate will augment the existing Net Zero Buildings Team within SFT. This team works with Scottish Government to inform policy and support the development of net zero carbon infrastructure solutions as well as supporting SFT programmes and initiatives. The areas of focus for the Net Zero Buildings Team include, but are not limited to:

- Delivery of key aspects of the Scottish Government's Heat in Buildings Strategy, including public sector, private sector, non-domestic and domestic estate.
- Support the scaling up and acceleration of public sector estate decarbonisation in order to meet Scotland's Net Zero ambitions.
- Innovative funding and financing models for delivery of Scotland's Net Zero ambitions.
- Supporting infrastructure programmes across SFT and Scottish Government which include for example the Heat Networks Support Unit, Non Domestic

Energy Efficiency Framework, Green Growth Accelerator and Scottish Green Public Sector Estate Decarbonisation Scheme.

- Supporting the development of longer-term delivery models, such as the work being undertaken via the Green Heat Finance Taskforce.

Heat network experience is desirable but not essential. The team has financial, legal, procurement and energy management expertise. It is the legal specialism that the team is looking to augment, whilst procurement experience is also highly desirable. We expect the individual to have experience of working closely as part of a team to deliver successful programmes and projects. The successful candidate will have an interest in looking beyond core legal issues to identify and address key strategic and systemic challenges policy development and best practice delivery.

### **Knowledge, Skills & Experience**

- Legal and commercial experience allied with a relevant Scottish or English legal qualification.
- Expertise as regards developing and delivering the legal and commercial arrangements and structures of programmes and projects.
- Experience of developing procurement strategies and approaches for programmes and projects.
- Broad understanding of the policy, regulatory and economic drivers in relation to infrastructure development.
- An understanding of subsidy (state aid) rules.
- Expertise of working collaboratively within small, multi-disciplinary teams.
- Experience of contributing to innovative ideas and their delivery.
- Experience of working with senior stakeholders and decision makers.
- Experience interfacing with both the public and private sector.
- Ability to communicate complex concepts to stakeholders, clearly and concisely, in written and verbal form.
- Self-starter with the ability to manage competing priorities over numerous workstreams to strict deadlines.
- Experience of dealing successfully with complex organisational issues, stakeholder & change management and brokering collaboration between organisations.
- Experience of working successfully across organisations with senior personnel and decision makers.

## Competencies

- **Commercial Focus**  
The ability to use sound business practices and commercial principles in all areas of responsibility, to achieve key business drivers.
- **Drive for Results**  
The drive to put energy into achieving results and take action to exceed goals and expectations. This includes being courageous in striving for continuous improvement and taking calculated risks to pursue opportunities to deliver results more effectively and efficiently.
- **Impact and Influence**  
The ability to convince, persuade or influence others towards a point of view. It is about working collaboratively with others to gain commitment to a course of action, idea or vision.
- **Decision Making and Judgement:** Can generate alternatives, before making a decision or taking action, considering the risks associated with each option and selecting the option that has the best balance for risk and reward.
- **Enabling Change**  
The ability to plan to make a specific change or to put into practice a programme of change. It involves developing a strategy to make the change that is needed, taking note of barriers, risks and the need to put appropriate monitoring and communication systems in place.