

Brief for the position of
Chief Executive,
Scottish Futures Trust
October 2017

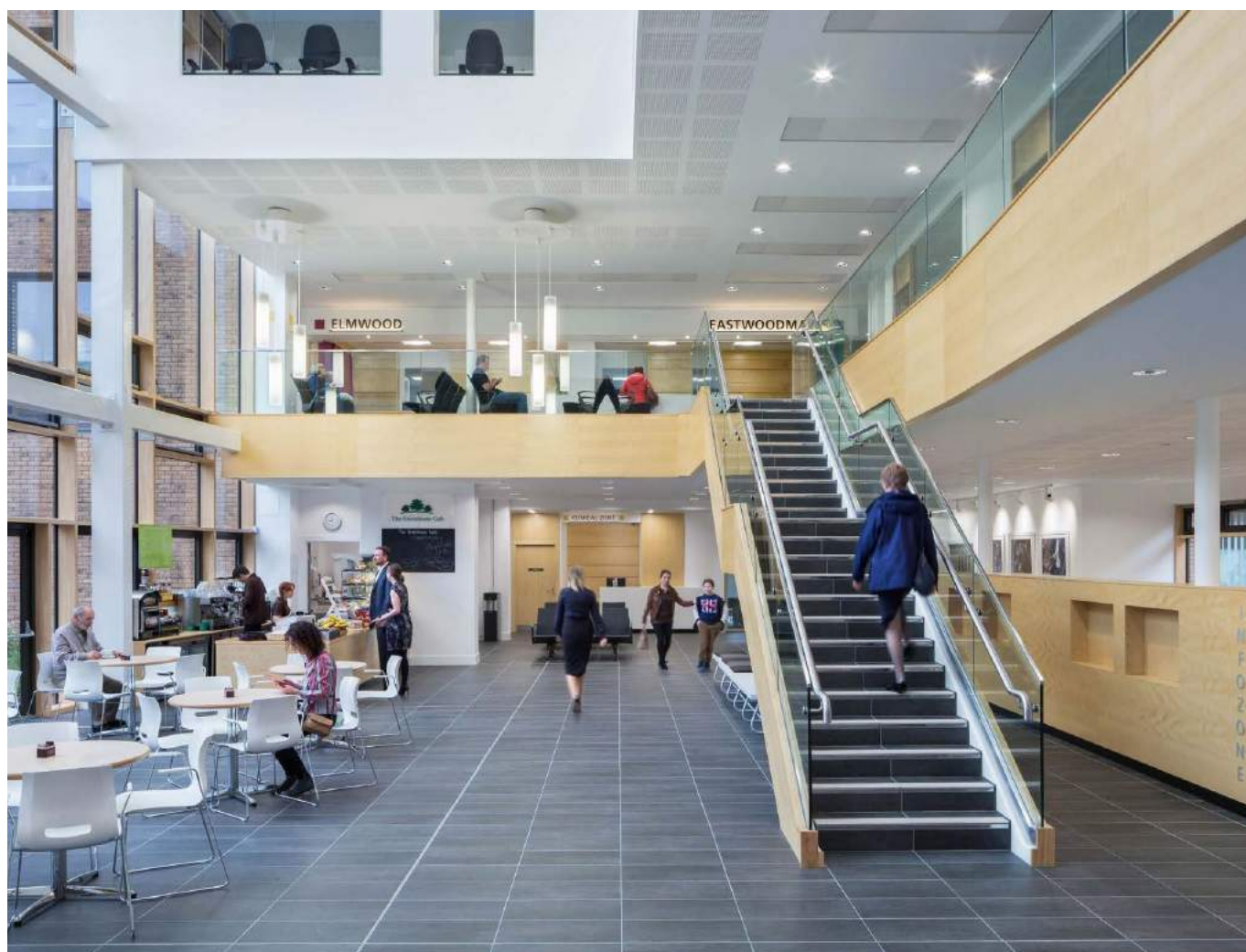
SCOTTISH
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Background

Scottish Futures Trust (SFT) was established in 2008 to improve value for money in infrastructure investment, principally via leveraging in additional investment through pursuing alternative funding sources.

SFT is an infrastructure delivery company owned by the Scottish Government. Working with partners across the public sector, SFT helps plan future investment, deliver major infrastructure programmes, deploy innovative financing approaches to build new infrastructure, and improve the management of existing assets. SFT is operationally independent, bringing a professional approach and a focus on delivery, working to lead and liberate the talents and aspirations of a host of excellent people in public bodies and industry.

It is a highly successful organisation delivering benefits and savings of £100m-£150m per annum, in line with the targets set by Scottish Government.

Further information about duties and functions of the Scottish Futures Trust can also be found at

www.scottishfuturestrust.org.uk



The Opportunity

On the 29th of September 2017, it was announced that Barry White, Chief Executive, was leaving the company to take up a new role as Chief Executive of Transport for the North.

The board now seek to appoint a new Chief Executive to lead the organisation to achieve SFT's aim of improving the efficiency and effectiveness of infrastructure investment and use in Scotland, by working collaboratively with public bodies and industry. This will lead to better value for money and ultimately improved public services, while maintaining a clear focus on supporting long term economic growth. The CEO is accountable for the overall performance of the organisation, its integrity and activities.

One of the key requirements of the new CEO will be to lead in developing the strategy for the next 10 years, in conjunction with the Board and Leadership Team to ensure the continuing success of the organisation.

Building strong working relationships with Scottish Government and other key stakeholders is of paramount importance as the role holder will be expected to spearhead innovation and change, by identifying opportunities and requirements across a broad canvas of public infrastructure projects and agreeing the way forward with Scottish Government, other public-sector stakeholders and the private sector. An in-depth understanding of the public-sector landscape, as well as the private sector interface, will be crucial to develop and shape this role and the organisation.

Key to the organisation's success has been attracting and retaining talented people, who are experts in their fields. The CEO will take an active role in continuing to enhance the culture with a clear focus on employee engagement within a dynamic and evolving organisation.

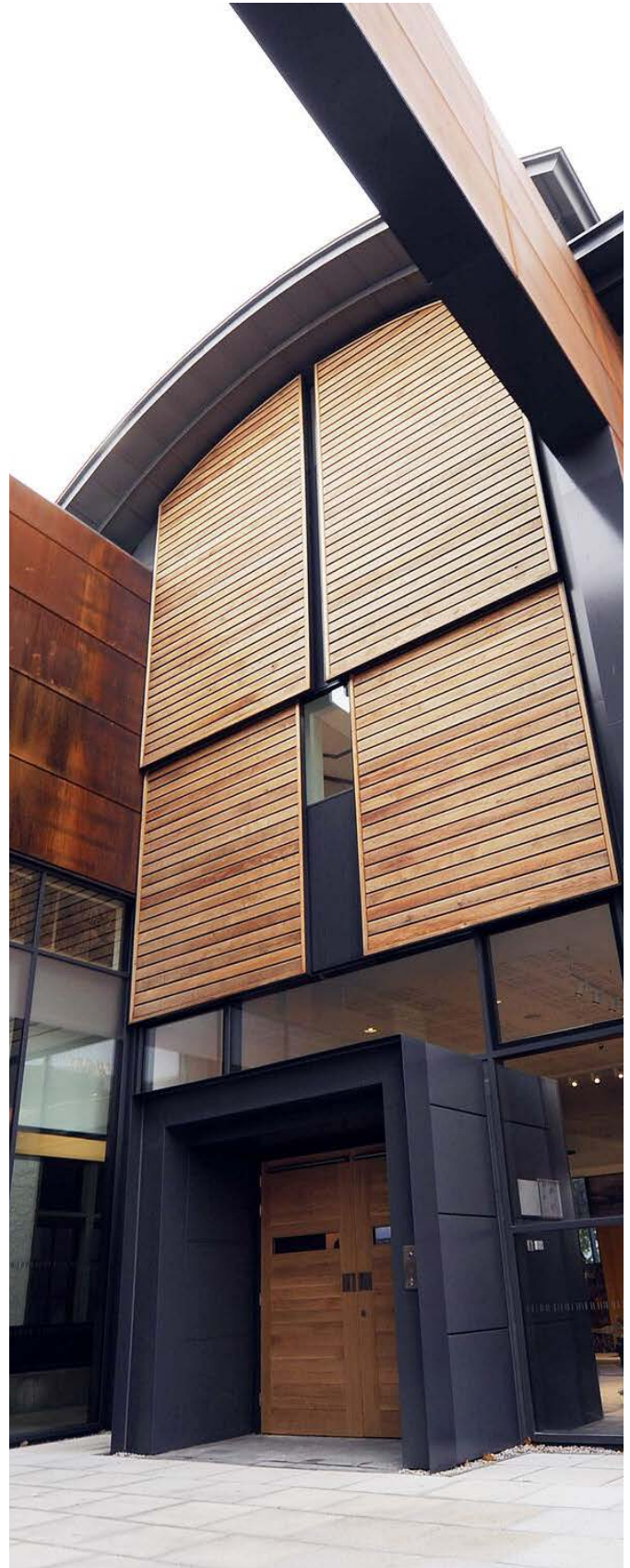


Dimensions

- Leadership of SFT to deliver benefits and savings of £100m to £150m per annum.
- Responsibility for overall operating budget of between £10m-£15m, which consists of core funding and programme budgets from the Scottish Government and investment income.
- The multiplier effect can also produce wider financial and non-financial impacts which underpin the importance of the role.

Principal Accountabilities

- Spearhead the development of a refreshed long-term, innovative strategy that is underpinned by a strong, robust case for continued partnership – working on infrastructure investment programmes in Scotland, to achieve economic and financial benefits for Scottish Government, the public and private sectors, and ultimately the people of Scotland.
- Lead the organisation through inspirational leadership, and continue to develop the positive culture that has enabled SFT's success.
- Agree and manage the overall budget for SFT in conjunction with the Board, focusing on achieving or exceeding intended objectives within relevant statutory and financial regulations, and always demonstrating value for money.
- Lead the development of innovative funding and infrastructure procurement approaches in collaboration with Scottish Government, Public Bodies and Industry to create benefits and savings for the Scottish Economy.
- Ensure that the organisation maintains a high level of experienced and motivated staff to maintain credibility and deliver excellence in conjunction with stakeholders.
- Act as a trusted adviser for leaders across Scotland – including Government Ministers, and Senior Executives in public bodies and Industry – making links and connections across sectors to support the delivery of the objectives of SFT in Scotland.
- Continue to develop the brand and the profile of SFT in Scotland so that its aims and outcomes are understood not only by the immediate stakeholders, but also by the wider public.
- Act as a Director on the Boards of various partnerships that SFT enters into with public bodies and industry, bringing insight gained from working with the public and private sectors on a number of initiatives.





Knowledge/Skills & Experience

- Significant experience of working at a senior level in, or as an adviser to, a building, construction, real estate, or infrastructure environment.
- Solid understanding of the economic and political landscape in Scotland, including public finances, budget development, and governance.
- Significant experience of acting as an impactful senior leader, developing the strategic agenda for an organisation, and ensuring that resourcing issues are taken into account.
- Demonstrates the ability to be a conceptual and analytical thinker to communicate and implement a strategic vision, both internally and externally and translate it into positive and purposeful activity.
- Strong financial and commercial acumen together with an excellent understanding of private sector financial structures and bespoke funding arrangements together with the ability to identify value in an opportunity.
- The highest level of communication skills, with the ability to build strong, productive relationships at an executive level with partners and stakeholders to make links and harness the collaborative power of the public and private sectors.

- Has credibility and gravitas – to be able to represent SFT effectively in its dealings with government, media and the public and private sectors.
- A confident corporate leader and manager who takes ownership of corporate issues and sets and demonstrates consistent high performance.
- Experience of acting as a Director and the governance structures associated with Boards.

Remuneration

A remuneration package is offered commensurate with the seniority, profile and responsibilities of the role and a comprehensive benefits package including car allowance, defined benefit pension, and other benefits.

Location

The role is based in Edinburgh with extensive UK and some international travel.

How to Apply

Interested candidates should submit an application on the following basis:

- A covering letter (no more than 2 pages) – setting out evidence from your career to show how you meet the criteria and the requirements of the appointment.
- A detailed CV (no more than 3 pages) – this should provide details of your education and qualifications, employment history, directorships, membership of professional bodies and details of any publications or awards.
- Details of up to 3 referees – please note that we will not contact referees until we have your permission to do so.

The preferred method of application is online at **www.odgersberndtson.com/64635**

However, if, for accessibility purposes, you would prefer to apply through alternative means, please email **64635@odgersberndtson.com**

Postal applications can be sent to:

**Andrew Lees
Odgers Berndtson
93 West George Street
Glasgow, G2 1PB**

All candidates are also requested to complete an online Equal Opportunities Monitoring Form, which will be found at the end of the application process.

The completed letter and CV should be forwarded by the closing date of 13th November.

Valuing Diversity

SFT values diversity and is committed to the fair treatment of all employees and external applicants.

Please note that we will accept your letter and CV in a number of different formats including audio, Braille and large print. The Scottish Futures Trust will always give consideration to disability-related reasonable adjustments that an applicant might request, to enable them to meet the person specification and participate fully in the selection process.





Selection Process

Initially your letter and CV will be assessed against the criteria set out in the person specification. Those applicants who demonstrate evidence which most closely meets the criteria will progress to a first stage interview with Odgers Berndtson. If you are not selected for the first stage interview you will be advised of the outcome in writing.

Following your interview with the Consultant from Odgers Berndtson, members of the panel will conduct a further review and if successful, you will be invited to undertake online psychometric assessment before an interview with the Selection Panel. This is scheduled for the 11th of December 2017 in Edinburgh.

Selection Panel

The selection panel comprises of:

- Ian Russell, Chairman
- Alyson Stafford, Director General: Scottish Exchequer at the Scottish Government
- Non-Executive Director, Scottish Futures Trust
- Independent Panel Member

You will be asked to declare if and how you know any of the selection panel in the short information form you will complete, after you have submitted your application.

Appointment Timetable

The table below shows the key milestones during the appointments process. **Please note that the client interview date of Monday 11th December is fixed and cannot be altered.**

Stage	Date
Date appointment publicised	23rd October
Closing date for applications	13th November
Candidate interviews with Odgers Berndtson	w/c 20th and 27th November
Date of shortlist meeting to select candidates for interview	30th November
Online assessment for shortlist candidates	From 1st December
Interview with Selection Panel	Monday 11th December at the Odgers Berndtson office in Edinburgh
Final interview stage (if required)	Thursday 14th December

Odgers Berndtson
October 2017



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