

Land and Estates Manager

Job Description and recruitment pack

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GreenPower

GreenPower is a renewable energy company, developing, owning and operating wind, hydro and solar power projects across the UK.

Our vision is of an economy powered entirely by renewable energy. In a changing regulatory environment achieving this vision will require new thinking and new ways of doing business, which will involve GreenPower in storage, energy conversion and supply as well as our core business of generation.

GreenPower's development portfolio includes both small and large wind projects, run of river hydro schemes and solar farms. We are currently preparing to build out our first solar farm which will be co-located with an existing wind asset.

We have circa £100m of operational projects under our management, including wind and run of river hydro. Most assets are owned by GreenPower, with two projects where we are joint owners with investment funds and two operated on behalf of a third party. We are seeking to expand the operational business, both through growth of our own portfolio and providing asset management services to third parties. We believe there is significant potential in this market to improve asset management and drive additional value to project owners.

GreenPower employs a highly skilled team, committed to high quality ethics and working standards. In addition to robust technical and engineering diligence, our team has a strong sense of ownership, which we believe makes a significant difference to the long-term performance of the projects under our management.

The GreenPower group of companies is a multi-million pound business and further growth is anticipated.

Job Description

We have recently appointed a Director of Development and we are now seeking to appoint a land and estates manager responsible for acquiring and delivering land agreements for renewable energy development. The successful candidate will have specialist knowledge of negotiating and drafting competitive land agreements. A focused and organised approach to negotiations will be essential.

The post holder will represent GreenPower in negotiating viable and cost-effective land deals that allow renewable energy projects to progress from initial site search through to agreed Heads of Terms in a timely manner so that external legal firms are then able to assist in concluding an Option and Lease. On occasions we are also approached by others to allow access rights and you will be required to negotiate these agreements and present terms to the GreenPower Board of Directors.

Familiarity with property law (preferably with experience of both English and Welsh Law and Scottish Law) and knowledge of the relevant documentation will be needed.

A flexible approach to work and a ready acceptance that you will need to fit in with landowners' work patterns will be required; you will be involved in evening and weekend work and a great deal of the work is out of doors, regardless of the weather or the season. As projects are located across the UK you will need to be prepared to work and stay away from home for short periods and there is likely to be a lot of driving or travel involved.

Experience of renewable energy projects and a commercial understanding of business needs will be essential. Sound knowledge of sustainable land management practices and good stakeholder management skills will also be highly desirable. The post will require a self-starting individual who can also work effectively as part of a wider team

Roles & Responsibilities

The main role of this post is to deliver robust land deals that enable renewable energy projects to progress in a timely manner. Responsibilities will include:

- Taking a lead role in delivering land rights and any associated matters;
- Meticulous electronic recording of discussions; noting issues and seeking resolution as they arise;
- Representing GreenPower professionally, establishing and maintaining good relationships with landowners, tenant farmers, land managers or others who own and manage land to ensure they are well informed of developments and progress;
- Liaising with and managing the work of in-house and external lawyers and accountants;
- Attending any necessary consultations and meetings with stakeholder groups;
- Advising GreenPower how best to manage our land assets, ideally including environmental responsibilities and obligations;

- Providing professional advice on how emerging renewable energy regulations and practices may affect land strategies;
- Familiarity with and able to understand farming and forestry economics and regulations;
- Staying well informed on all issues affecting the countryside and keeping up to date with new regulations that are likely to affect land use.

The Candidate

If you are interested in a post which offers you the opportunity to utilize your negotiation skills, to deliver land agreements that enable GreenPower to develop renewable energy projects then this post may just be what you are looking for.

You will already have some experience and an understanding of the energy markets and issues pertinent to the valuation of land for renewable energy projects. You will have a broad knowledge of investment, valuations, funding of projects, taxation associated with land transactions and Landlord and Tenant agreements

You will have a good client-facing presence and be able to communicate technical information clearly and simply.

You will have a thorough knowledge of all aspects of land management and real experience of negotiating and concluding land transactions.

You will need to have good presentation skills and be able to clearly explain maps and diagrams that depict geographic areas of interest. An ability to convey complex concepts clearly to a wide range of people and personalities is essential. A good understanding of the farming and forestry sectors, environmental sustainability and sound land management practices will be highly desirable.

Ideally you will be degree qualified in an appropriate subject (Rural Surveying, Estate Management or a relevant discipline) and will have a sound knowledge of renewable energy as well as be able to demonstrate significant experience working in the field. Chartered Surveyor status, in a general practice or rural estate would be an advantage.

A full driving license and your own vehicle will be essential.

Skills and Expertise

The successful applicant **should** have the following core skills & expertise:

- Previous land surveying experience ideally in utilities;
- Excellent negotiating, influencing, presentation and communication skills;
- Able to interpret maps and land forms and collect and present information in a logical and organised manner;
- Ability to work effectively and positively in a team environment;
- Comfortable dealing with business-to-business transactions, as well as business-to-customer transactions;
- Excellent and effective time-management and ability to manage multiple projects simultaneously;
- Excellent written English and report writing skills;
- Good mathematical abilities;
- Proficient with Microsoft Word, Excel and Power point.

Personal Attributes and General Aptitude:

The successful applicant **should** have:

- Excellent oral and written communication skills;
- Good listening skills and an ability to fully understand the needs of GreenPower and renewable energy development;
- High ethical standards and integrity;
- A flexible / adaptable approach to work;
- Drive and determination to ensure projects are delivered.

Terms and Conditions

Salary

- Competitive terms will be offered to the right candidate.
- You will be expected to work a minimum 37.5 hour week (i.e. 9am – 5:30pm).
- GreenPower also pay 3% of gross salary into a pension scheme, this is subject to pension auto-enrolment rules and therefore a small contribution may also be required from employees depending on your applicable salary.

Holiday Entitlement

- The post carries a holiday entitlement of 25 days per annum, plus statutory holidays, accumulated pro rata.

Travel & Transport

- A full driving license and your own vehicle is essential for this role; travel, principally between the Alloa office base and various sites in the UK is required. The nature of this post will require staying away from home on occasions. A car allowance will be available (conditions apply)
- The post holder must hold a full clean current UK driving licence.

Subsistence

- Expenses for subsistence, including accommodation, will be re-imbursed at cost.

Employer

- The employer for this post will be GreenPower Developments Ltd.
- The post will be directly responsible to one of our Directors

Review

- Performance will be reviewed after three and six months and thereafter annually in line with the staff review programme.

Personal Development

- GreenPower believes in ongoing personal skills development and we will work with you to encourage and support you in your professional development.

Equal Opportunities

- GreenPower is an equal opportunities employer and will not discriminate on the basis of gender, age, disability, ethnic background or religion.

Location

- The post will be based within modern office in Alloa, which offers an excellent working environment. Alloa has a main line railway station with services directly to Stirling, Edinburgh and Glasgow. It is also well served by the trunk road network, and is close to the Kincardine bridges.

Application Procedure

Applicants should ensure that their application includes the following information:

- **CV**, including details of all current and previous employment and all qualifications held.
- **Covering letter (no more than 750 words) to include:-** a summary of your key attributes and experience relevant to this post; details of current salary and any notice period that is required by your current employer.
- **Details of two independent referees** who know your work; one of whom should be a line manager or equivalent from your current or most recent employer. (These referees will not be approached until such time as a formal job offer is being made).

Applications should be marked 'Land and Estates Manager' and be submitted by e-mail or post (do not fax your application to us) to:

Human Resources (Private and Confidential)
GreenPower Developments Ltd
The e-Centre,
Cooperage Way
Alloa
FK10 3LP

julie@greenpowerinternational.com

To discuss your application in confidence at any time, please call Julie on 01259 272158.

For further information on GreenPower, visit our web site at www.greenpowerinternational.com.

Application Deadline

Monday 23 September 2019

Interview Dates

We plan to hold interviews from Monday 7 October 2019 to Wednesday 9 October 2019.

Reasonable travel and subsistence expenses incurred in attending the interview will be re-imbursed.