

Appointment of

Managing Director

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Contents

- 1 Introduction
- 2 Values
- 3 Our Work
- 4 The Role
- 5 Activities and Responsibilities
- 6 Person Specification
- 7 Terms of Appointment
- 8 How to Apply



Proudly
employee
owned.

Introduction

A holistic approach

Established in 1966 by three founder leaders, LUC was a first of its kind. Addressing the gap in providing support to businesses in making development decisions that balanced the need for changes in land use with the potential impact on the natural environment, LUC has grown to become a clear leader in its field.

The founders brought together a unique combination of expertise from across nature conservation, planning and landscape architecture and created a multidisciplinary organisation that has grown into the leading advisor in the sector, working on projects across environmental planning, landscape management, landscape design including historic landscapes, public spaces and ecology services.

LUC's work includes advising a wide range of clients, from those that influence public policy, leaders in the renewables energy sector and in national heritage centres like the Eden project that celebrate the environment and aim to leave the world a better place.

At the heart of LUC's mission is the recognition that beautiful and inclusive places must also work socially and economically for people and create nurturing environments that will last into the future.

"LUC is widely regarded as a desirable firm to join and one from which it is hard to break away; but this magnetic pull is not based on common social background or shared attitudes – it comes from a common professional ideal. In effect, the firm insists that beyond each particular client it owes an overriding loyalty to the benefit of the environment, which is joined, as it were, as an invisible twin client"

Max Nicholson
LUC founder (1998)

Employee Ownership and company culture

As a founder-led business, LUC has always been privately owned, but in 2019 it took the bold step to become owned by all its employees in an Employee Ownership Trust (EOT). Being an EOT gives it independence to do things its own way while not ignoring the need to make enough profit to properly invest in developing our business and to reward our employee-owners. The business strategy is developed and implemented by the Company Board. The Company Board is also responsible for delivering the goals set out in the Charter and is held to account by the Trustees on behalf of all employees.

People are at the heart of the organisation. The EOT status grants every employee the potential to influence their future together and with a culture that allows people to flourish, LUC's technical experts can bring an imaginative and bold approach to finding the best possible outcomes for LUC's clients. LUC is proud to have been named **Employee Owned Business of the Year** by the Employee Ownership Association

LUC has a highly collaborative and authentic culture that stays very close to founding principles and values. It operates in a relatively relaxed, and non-hierarchical way, with a connected culture of people who all care deeply about the environment and community. Guided by the mantra of its founders, to understand first and act second, and ensure that the working environment is inclusive, supportive and inspirational.

Values

Our values are what make us. They reflect our heritage, express the attitudes of our people, and capture what our clients tell us we're like to work with. Our values are timeless, informing the actions of every generation of LUC.

We act with professionalism and integrity

Trust is a big thing to us. We earn that trust by sharing our expertise, knowledge and skills. We take our commitments seriously.

We have the courage and openness to lead

We don't just follow the agenda – we shape it, making sure we tackle the biggest issues of today. We know that complex challenges need to be looked at from all angles.

We collaborate to achieve shared goals

Collaboration is in our DNA. It's why we were founded and it's how we operate today. In this complex world full of complex problems, we need teams that can be more than the sum of their parts.

We act with passion, insight and creativity

People need purpose in their working lives. To us, that means making a difference to the world we live in. You could say that's our passion.

We are intrinsically people-centred

We take pride in our people: every single one of us contributes to our continued success. We believe that bright, creative minds who are unafraid to challenge convention are the key to solving today's biggest challenges.

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Our work

Services

The services we offer integrate and evolve to create the right team for every project. All our advice fits into one overarching sequence: helping our clients to understand, to design, or to be guided.

Understand

We stand by the approach of our founders to “understand first, act second”. Using rigorous insight and robust data, we help make sense of our environment. Through the use of surveys, planning and analysis and consultation, we take a rigorous approach to gathering data and insight.

Design

Design is not a product but a process. Drawing on all our teams’ skills at every stage, we make beautiful places that work for people and nature. Our services here cover landscape architecture, development planning, placemaking and much more.

Guide

We are committed to tackling the biggest issues of today. Understanding the challenges our clients face, we provide ideas, advice and recommendations to create better futures. Our services include landscape management, strategic planning, green infrastructure, climate & carbon, nature recovery and other applied planning and environment studies.



“We want to leave this world in a better place. Delivering a legacy that we’re proud of is challenging, but LUC’s impact is at the heart of how we run the company”

The Role

Purpose:

The Managing Director will provide inspirational leadership to support the Company Board in its direction of a business that is primed to make even more positive impact to some of the most pressing issues facing our environment and society.

Reporting to the Chair of the Company Board, the MD will be an *ex officio* Board member of the Company Board.

As LUC's most senior manager, the Managing Director will have responsibility for the overall management and performance of the business. They will support the Company Board in driving the clear strategic development of the business, working alongside the Company Board, Senior Leadership Team and trustees to ensure the business is positioned for ongoing and future success.

It is anticipated that the Managing Director will also lead some client work, and deliver technical work at a senior level, in an appropriate discipline.

Accountability:

The Managing Director will be an experienced commercial and financial leader. They will have operated at a senior level within a professional services organisation, and able to demonstrate an ability to operate successfully in a technical context within a built environment setting.

They will be a tested manager and will have a track record of achievement in their relevant discipline. Ideally, they will be an active member of a relevant professional body and bring strong external networks. Beyond their day-to-day responsibilities, they will be a compelling advocate and representative for the organisation to external stakeholders, including policy makers and future clients. They will enjoy helping to shape and advocate for LUC's distinctiveness, impact and influence in the sector.





WHY DO YOU DROP LITTER HERE?

- 1. It's not the right way to show respect for the environment.
- 2. It's a bad example for other people.
- 3. It's a waste of money and resources.
- 4. It's a health and safety hazard.
- 5. It's a crime.

DO THE RIGHT THING! BIN IT OR TAKE IT HOME!

The Manchester College
Shena Simon Campus

“We are proud of our culture at LUC, which is driven by the passion for our work, our teamworking strengths and our professionalism. We want each member of our employee community to thrive, so we celebrate different strengths, perspectives and abilities in a diverse and inclusive environment.”

“LUC was created to tackle the toughest issues of sustainable development that balance the needs of communities and the environment. It remains our mission to deliver better futures for nature, people and places”

Main Activities & Responsibilities

Key responsibilities

- The Managing Director will be a statutory director on LUC's main Company Board and carry out associated duties, including exercising relevant powers under, and abiding by, the Articles of LUC and the Companies Act 2006.
- Leading the business development activities for LUC, positioning the business externally and leveraging networks to promote the success of the business.
- Being an engaged, collaborative and active contributor to the Company Board; taking on actions or delegating these, as appropriate. At all times maintaining a level of confidentiality and respect for Company Board business.
- Management and accountability of LUC, including chairing the Senior Leadership Team and representing their views at Company Board level.
- Able to use independent judgement and care and able to demonstrate accountability and require it from others, as appropriate.
- Ensuring that management information is robust, and that adequate controls and systems of risk management are adhered to.
- Engendering a culture of collaboration, taking into account the view of trustees and other stakeholders.

- Providing stewardship of the business, developing and protecting the long-term interests of LUC in line with its Charter.

Strategic leadership

- The Managing Director will deliver LUC's current strategy, developing the strategic operating plans in line with the longer-term objectives and priorities established by the Company Board, as well as helping the Company Board to shape future strategy.
- In line with LUC strategy, develop new market areas and service lines.
- Developing LUC's team, identifying future leaders and ensuring the business has a robust succession plan in place.

“We want to leave this world in a better place. Delivering a legacy that we're proud of is challenging, but LUC's impact is at the heart of how we run the company”

Main Activities & Responsibilities cont'd

Commercial and financial leadership

Business Development, Marketing and Communications

- Support and drive LUC's strategy for business development to deliver annual income targets, leverage a wide external network and develop current relationships.
- Oversee and work closely with the Head of Marketing and Communications Team to develop these areas of functional responsibility and ensure they have a strategy to deliver strongly, both internally and externally.
- Act as an external ambassador for the business, engaging with the wider stakeholder market, client and partner group to bring outside thinking into the business.

Finance and operations

- Oversee, collaborate with, and provide helpful critical challenge to the Director of Finance & Operations to ensure that financial and operational targets are in line with strategy, and on budget.
- Ensure that KPIs are agreed and understood by the wider team and that there is ownership and accountability on delivering against these.
- Set and maintain the operational performance of the

business, with full accountability to the Company Board.

People Management

- Working closely with the Director of People & Culture, oversee the development of progressive and inclusive People policies including a strong EDI policy, and develop LUC's positive culture to continue its position as an Employer of Choice within its market.
- Develop, mentor and coach an effective senior leadership team.
- Act as line manager to the members of the Senior Leadership Team and the heads of function.
- Set high aspirations for staff with a challenging but supportive culture.

Chargeable Work

- It is anticipated that the Managing Director will complete some client work, and therefore generate revenue from professional activities.

Person Specification

The Managing Director will have a hands-on management role for the business and in developing its people. They will deliver and shape future strategy as part of the Company Board. Beyond their corporate responsibilities, they will be a compelling advocate and representative for LUC to all external stakeholders, articulating the business's distinctiveness to multiple audiences and helping to advance its credibility, impact and influence. Alongside the strategic leadership remit, the Managing Director has a key role in business development and will bring a demonstrable track record from their professional specialist area of supporting clients and commercial success. This will likely be from one of the fields in which LUC operates.

Skills and experience

- Be a capable and confident leader, able to manage time and duties efficiently in the effective leadership and management of the business.
- Have the flexibility and resilience to manage the wide scope of a leadership role in a professional services business.
- Be IT literate and self-sufficient in the use of standard MS Office packages, including Teams.
- Experience of working with a Board of Directors to set Company strategy and policies, set and deliver objectives, review performance and manage risk.
- Bring a good understanding of corporate governance, business ethics and risk management.
- Strong leadership and stakeholder relations.
- Financially numerate and literate; able to interpret and challenge financial statements, modelling and sources of finance and valuation.
- Strategic thinker, able to identify opportunities and challenges and guide the appropriate decision making without being afraid to take appropriate risks
- Adept at communication, with an open and honest style.
- Build effective relationships and able to influence across the organisation to gain trust and confidence.

Person Specification cont'd

Behaviours

The Managing Director should demonstrably be:

- **Ethical** – act with integrity, model organisational values, display high standards of conduct, prioritise the interests of the organisation, identify and manage conflicts of interest and treat others fairly
- **Professional** - show care and diligence, be committed to their own learning development, take responsibility, act with integrity and champion the organisation
- **Performance oriented** – focus on goals and priorities, be entrepreneurial, set high standards of performance for themselves and others and support a learning culture and growth mindset
- **Independent** – display independence and objectivity, encourage diverse views, question assumptions, pursue clarification, be prepared to challenge the status quo
- **Aware of self and others** - emotional control, cultural sensitivity, empathy and perceptiveness and recognise and limit bias in themselves and in the Company Board.



Welcome to the Claypits

Glasgow's Inner City Nature Reserve

An initiative developed by Scottish Canals with the community groups of Possilpark, Ruchill, Hamiltonhill, Woodside, Westercommon and North Kelvin, linking neighbourhoods around the canal.

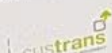
The Claypits is a site of important industrial and social heritage. Enjoy this nature reserve which has been transformed for communities, reconnecting past to present – explore the trails, discover wildlife, learn about the unique heritage through art and interpretation. All whilst taking in the stunning panoramic views across the site.



The Claypits Nature Reserve forms part of a group of projects funded by



EUROPE & SCOTLAND
European Regional Development Fund
Investing in a Smart, Sustainable and Inclusive Future



Helping to deliver the
CSN
Climate Change Strategy



Terms of Appointment

Location

The Managing Director could be based in any of the larger LUC office locations (London, Glasgow, Bristol, Manchester or Edinburgh).

They will be expected to travel regularly to the other offices as well as for events and meetings off site and out of office hours.

Remuneration and reward

A competitive salary will be agreed with the preferred candidate and reflect the seniority of the role and experience sought.

Benefits include 25 days holiday, pension (employer contributions up to 7%), 4x salary life insurance, income protection scheme, and voluntary benefits. Eligible to participate in the profit share scheme.

Other benefits:

- Cycle scheme
- Option to buy/sell holiday
- Professional Membership fees
- One working day per year to undertake a volunteering activity of your choice

Process

The following timetable is included to show key dates

- First stage interviews early September
- Final stage interviews late September, early October

Due diligence

Due diligence will be carried out as part of the application process, which may include searches carried out via internet search engines and any public social media accounts.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to Land Use Consultants (LUC) on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **HBPPA**

Click on the 'apply' button and follow the instructions to upload a CV and cover letter and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Friday 23 August**

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.

