



NORTH WEST MULL COMMUNITY WOODLAND COMPANY LTD

Development Manager

An opportunity has arisen within North West Mull Community Woodland Co. Ltd. (NWMCWC) for the employment of a Development Manager to replace the outgoing DM who has just retired after more than five years in post.

Background Information

NWMCWC is a community company with charitable status set up to manage Langamull and West Ardhu woodlands in the North West of the Isle of Mull. These woodlands were purchased through the National Forest Land Scheme from Forestry Commission Scotland in 2006 with the assistance of the Scottish Land Fund, Highlands and Islands Enterprise, The Robertson Trust, Hugh Fraser Foundation, significant local fundraising and an interest free loan.

NWMCWC aim to manage the community land and associated assets for the benefit of the Community and the public in general as an important part of the protection and sustainable development of Scotland's natural environment.

The Langamull and West Ardhu woods cover 675 hectares in the North West of Mull near Dervaig. When the woods were purchased in 2006 the forest was "landlocked" with no viable route to extract timber. Initial forest management activities have focused on developing a 20-year Forest Design Plan, obtaining UKWAS certification and the construction of a 16.5 kilometer haul route from the north end of Langamull to the C46 road between Dervaig and Salen. This allows harvested timber to be transported to Fishnish for export to the processing plant at Killmallie. Timber harvesting commenced in March 2012 and the planned felling will continue in phases between 2012 and 2029.

The Company has planned or developed a range of other activities in and around the community woodlands.

Creation of new Forest Crofts: Apart from one established privately, these are the first Forest Crofts to be created in Scotland. Nine crofts, totaling 32 hectares, have been assigned to tenants and all have taken possession of their crofts after undergoing the Crofting Commission validation process.

Renewable energy: NWMCWC has investigated a number of renewable energy options including a woodfuel supply company and a micro-hydro scheme to provide future income streams. This has led to a commitment to develop a 98kw micro-hydro station on a site in West Ardhu and, following a full feasibility study, a planning application has been lodged with the local Council. NWMCWC recently purchased the assets of a local woodchip supplier and have increased the turnover of their woodfuel trading sufficiently to create a new part time job for a Woodfuel Operator.

Improving access and recreational facilities: Work to date has focused on maintenance and small scale improvements due to the likely impact of the felling programme. The woods have several sites of historical interest; investigation work has been undertaken in conjunction with the Mull Historical & Archaeological Society and Historic Scotland's Adopt a Monument scheme. An

Amenity Feasibility Study carried out in 2011 sets out options for a programme of future developments.

Habitat regeneration and enhancing biodiversity are long term aims; by 2029 44% of the area will be managed with conservation and enhancement of biodiversity as a major objective. NWMCWC facilitate an active Forest Schools programme in the woods in partnership with Dervaig Primary School including a small school orchard.

NWMCWC has a share in a mobile sawmill and produces sawn timber to order. The potential to establish a woodland burial ground has also been explored and development of this project will start very soon.

The NWMCWC project was chosen by the UK Forestry Commission as their contribution to the World Wildlife Fund website for Social Case Studies.

As well as the Woodfuel Operator, NWMCWC also employs a part-time Administrator who will work closely with the Development Manager. The outgoing DM has agreed to work free of charge for two days per week for a year to facilitate the smooth transfer of projects and information, and to be a Director on the NWMCWC Board.

JOB DESCRIPTION

DEVELOPMENT MANAGER

Full-time (36 hours)

Salary from £25,000.00

Profile

Motivated, self-starting, organised, flexible, people oriented, excellent listener and communicator, able to motivate and inspire, and committed to sustainable development at local level.

Purpose of Post

- To develop and co-ordinate the current and planned projects and activities of NWMCWC Ltd.
- To identify potential funders, liaise with the funders, and secure successful project funding packages for identified development options.
- To maintain a close relationship with our harvesting partners and liaise with them about all aspects of harvesting, timber export, replanting, road maintenance etc.
- To manage and develop the Island Woodfuels trading division of NWMCWC and act as line manager to the Woodfuel Operator.

Accountability

The post holder will be accountable to the NWMCWC Board of Directors. Accountability in relation to specific tasks may be delegated to a nominated Director.

Main Tasks

1. Liaise with the Board and project sub-committees to reach agreement on priorities, and plan resulting activities
2. Liaise with project partners, and keep all stakeholders informed of progress
3. Continue development of current projects including Micro Hydro, Affordable Housing through 'Our Island Home' Project, woodfuel sales, Woodland Burial Ground, improving access.
4. Update and monitor the plans for all projects in keeping with the overall business plan.
5. Provide regular progress reports to the Board and other relevant stakeholders
6. Contribute to networking with other community groups.
7. Carry out fund-raising activities, work up funding applications and liaise with funders to secure funding packages and provide progress reports

Specific Activities

The successful candidate will be responsible for the development of the following:

1. Affordable Housing
2. Micro Hydro
3. Woodland Burials
4. Community Sawmill
5. Forest Crofts
6. Woodfuel supplies and renewable energy
7. Improvement of access and amenity value of community land
8. Identification of new opportunities for income generation, environmental improvement and socio-economic benefit

Essential experience, skills and attributes

- Experience of community development
- Management experience
- Able to work with minimum supervision
- Able to work effectively as a team member
- Able to prioritise tasks and balance activities
- Able to communicate appropriately and effectively with senior managers and other decision makers, peers in NGOs, community group members, existing and potential funders
- Commitment to the ideals of grassroots sustainable development

Desirable attributes

- Familiar with the key players in the Scottish environmental and community involvement “landscape”, their respective role(s) and *modus operandi*
- Knowledge of funding sources, and experience of making funding applications
- Proficient PC user – word processing, spreadsheet / database
- Ready access to a car for business use, and current driving licence
- Some knowledge of woodland management

Terms and Conditions

This post is initially offered for a 3 year period.

There will be a 6 month probationary period.

Performance will be subject to regular review.

This is a full time post requiring flexibility of working hours which may include some evening activities to meet the demands of the post. Time off in lieu will be given.

There is an annual leave entitlement of 25 days plus 8 public holidays.

The salary is from £25,000 depending on experience.

It is expected that the successful candidate will work from the NWMCWC Office in Dervaig Village.

Petrol and public transport costs and other expenses incurred in the course of duties out with normal travelling to your place of work will be reimbursed.

North West Mull Community Woodland Co Ltd has an equal opportunities policy to ensure all members of staff and all applicants for employment will be given equal opportunity irrespective of sex, marital status, race, colour, nationality or ethnic origin, in all aspects of recruitment, employment, promotion and training.

The Company is committed to giving full and fair consideration to people with disabilities applying for this post possessing the relevant skills and experience.