

SAOS

Working together to shape the future of farming and food



Application pack
Chief Executive, SAOS



Welcome message from Mark Clark, SAOS Chairman

Thank you for your interest in the post of Chief Executive with SAOS.

SAOS' aim is to research, develop and implement innovation that provides increased competitiveness and resilience for Scotland's farmers and food and drink supply chains, through co-operation and collaboration.

The SAOS team members are expert in co-operative strategies, structures and management. They are also the key specialists in Scotland, leading the drive to identify and develop collaborative innovation opportunities for the food, drink and rural sectors.

Working with a dynamic and experienced Board and operating in close collaboration with a wide range of partners, the successful candidate will lead a committed and experienced team, to help shape the future of agricultural co-operatives and drive the development of innovation and collaboration within food and drink supply chains in Scotland.

This is an exciting opportunity to make a real difference to the economy of Scotland by influencing and leading innovation in its most important sectors.

Mark Clark
SAOS Chairman



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About SAOS

SAOS was established in 1905. The organisation's purpose is to strengthen the profitability, competitiveness and sustainability of Scotland's farming, food and drink, and related rural industries and communities, through the development of co-operation and joint venture.

SAOS is the highly-regarded parent body of agricultural co-operatives in Scotland and promotes co-operative principles. Our constituency of 60 farm and rural co-operatives have a combined annual throughput in excess of £2bn, and a membership base of over 25,000 farmers and rural businesses. We enjoy a proven track record and strong reputation amongst our members, clients and stakeholders in delivering excellence in solution-based, commercial outcomes that address needs and opportunities for Scotland's farmers, rural businesses, and food and drink supply chains.

Across our key workstreams of agricultural co-operation, supply chain collaboration, local foods and livestock traceability services (ScotEID), we work with a wide variety of clients and partners, delivering strategic consultancy and new business starts involving co-operation and joint venture. We work in partnership with many private sector and public sector organisations, including Scotland Food & Drink and The Scottish Government.

SAOS is a unique and exceptional organisation. Our culture nurtures personal development and a team dynamic that creates innovative, implementable solutions in response to the changing industry and political environment.



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Job Description

Job Title: Chief Executive

Responsible to: The Board and the Council of SAOS

Main Purpose of the Job:

To lead, direct and develop SAOS, thereby strengthening the profitability, competitiveness and sustainability of Scotland's farming, food and drink, and related rural industries and communities, through the development of co-operation and joint venture.

Key Duties and Responsibilities:

- Provide strategic and dynamic leadership to drive the implementation of SAOS' objectives.
- Pro-actively direct, lead and inspire SAOS staff to ensure provision of thought leadership and services which are considered to be the best in sector.
- Promote a culture of continuous improvement and motivation that enables all staff to meet the organisation's goals and achieve personal development and growth.
- Create and develop a collaborative approach to achieving outcomes, and generate income-earning opportunities – fostering a culture both within SAOS and across all stakeholders of partnership working, innovation and a drive for success.
- Ensure SAOS carries out its operations in accordance with the business plan approved by the Board.
- Develop and sustain the growing influence and role of the organisation, promoting co-operation, collaboration and SAOS to all stakeholders in policy and strategy formulation.
- Advise the Board on key management, political and operational factors and assist the Board to develop and maintain SAOS' strategies, policies and propositions.
- Ensure that performance is reported properly to the Board and take necessary steps to ensure that corrective action is taken where necessary and that the business plan, goals and targets are reviewed regularly.
- Ensure that SAOS' financial affairs are properly managed and controlled and that effective financial strategies are in place to support and sustain SAOS' functions.
- Ensure that appropriate governance, leadership, systems and people are in place to support the achievement of SAOS' aims and facilitate comprehensive reporting to the Board and stakeholders.



Knowledge, skills and experience

Essential

- Inspirational leadership, able to build trust and support of staff, ensuring aims, outcomes and targets are achieved.
- An innovator
- A clear, strategic thinker who is action-orientated.
- Highly motivated, resourceful and confident in the ability to solve problems and address issues as they arise.
- Ambitious, competitive, driven to succeed.
- Integrity, energy and resilience.
- Excellent communication skills and adaptable communication style – a confident public speaker.
- Understanding of, and empathy with, co-operatives and the value they deliver.
- Excellent knowledge of the agriculture, and food and drink sectors.
- Strong understanding of the context in which collaboration and co-operation operates in the agriculture, fishing and food sectors in Scotland and their potential to deliver social, cultural and economic benefits.
- Experience of delivering commercial consultancy and client management.
- Experience of marketing and selling innovation and solutions delivered as consultancy.
- Ability to maintain and actively develop a network of contacts, present information and facilitate activity.
- Understanding of governance and accountability in a public sector context.



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Knowledge, skills and experience

Desirable

- Experience of carrying out detailed research, analysis and identifying opportunities to take forward for SAOS and the Scottish food and drink sector.
- Experience of negotiating and influencing at a strategic level with the ability to inspire confidence and credibility at the highest levels of government, public and business sectors.
- Evidence of creating and fostering successful partnerships.
- Successful track record of delivering innovation and change in a complex and dynamic environment.
- Senior management experience with responsibility for budget.
- Values-driven and highly motivated by the opportunity SAOS offers to make a difference to the economy in Scotland.
- Degree level and/or professional qualification together with evidence of continuous personal, professional and leadership development.



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How to apply

For a confidential discussion, please contact **Gail Ellis on 0131 557 5742 or 07753 573904.**

To apply, please email your c.v. and covering letter indicating how you meet the criteria for the role, to **gail@greenburn.co.uk**

Applicants will be shortlisted for interview by matching the details given in their CV and covering letter/supporting statement against the job description. We would therefore ask applicants to provide clear evidence to show how your experience, skills and knowledge match those requirements, as well as why you are interested in the role.

We would be grateful if you could also include the following information:

- Current salary/package
- Current notice period
- Details of two referees (please note that referees will not be contacted until offer stage or without prior consent)

Please note that you will receive an automatic acknowledgement of your application - if you do not receive this please contact **sophie@greenburn.co.uk**

Closing date for applications is **Friday 26th October 2018**



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Recruitment timetable

Provided below is a plan of the critical dates within this recruitment campaign.

Closing date for applications	2 November 2018
Longlist interviews	15 & 16 November 2018
Shortlist - meeting with Executive Directors	22 & 23 November 2018
Final shortlist interviews	27 & 28 November 2018



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