



POSITION PROFILE

Director of
Community Benefit



The Company	3
The Role	4
Preferred Candidate Profile	7
Remuneration	9
The Recruitment Process	9





Bute Energy is a developer of large-scale onshore renewable energy projects in the UK, with a development pipeline in excess of 2GW of generating capacity.

Our portfolio comprises projects at various stages of development, with the first projects expected to commence construction in 2024. In total, the portfolio of onshore wind farms, solar PV projects and co-located battery energy storage systems could have an installed capacity in excess of 2,000 MW by 2030, making a substantial contribution towards meeting the renewable energy targets of the Welsh Government and the net zero carbon objectives of the UK Government.

The projects are expected to attract significant investment and deliver substantial socio-economic benefits to the local and regional economy. We will submit our first planning application in the summer of 2022 for the Twyn Hywel Energy Park (<https://twynhywelenergypark.wales/>), located largely within a Pre-Assessed Area for Wind Energy in Southeast Wales. All our sites can be generating power by 2028, helping to support the Welsh Government's 2030 targets on the path to Net Zero.

We have partnered with Copenhagen Infrastructure Partners (CIP), whose investment will allow us to accelerate the development of our portfolio and bring significant supply chain and economic benefits to Wales.

We are now growing our team to support delivery of our portfolio. We are looking for candidates who will bring the expertise, determination and passion to help us deliver our vision for the future of renewable energy in the UK.





Job Title:	Director of Community Benefit
Location:	Cardiff with regular travel around Wales
Reports to:	Managing Director

Bute is committed to providing a significant annual community fund to each region in which we develop. This funding will begin once each project enters operation, however Bute is committed to undertaking a bespoke and extensive engagement effort during our development phase to ensure the funding we commit to best meets the specific local needs of our host communities, local authorities and ultimately the overarching objectives of the Welsh Government. We work to ensure the significant investment our developments will bring to Wales create a legacy and are anchored to certain and worthwhile areas of investment from an early stage.

The Director of Community Benefit (DCB) will play a key role in maximising the social and economic impact of Bute's investment in Wales, working closely with internal and external stakeholders, developing relationships with national, regional and local partners, identifying opportunities for the allocation of community benefit funds, volunteering, sponsorship, and coordinating funding activities and events. The DCB will be a member of Bute's Leadership Team, ensuring excellent planning, management and oversight of day-to-day community investment planning and implementation. The DCB will develop and own key relationships within Wales and play a lead role in developing and delivering bespoke and strategic funding commitments across Wales and ensuring a best-in-class approach is developed and operationalised across the portfolio of projects. This is an enormously exciting opportunity to join a high growth business and play a key role in its continued success.

Main Responsibilities

- Manage all aspects of Bute's community benefit fund strategy across the full portfolio of renewable energy projects in Wales. This will include regular consultation and collaboration with internal Directors and project teams in identifying target areas for consultation and investment.
- Monitor and consult with targeted statutory and non-statutory stakeholders in respect of national and regional economic, environmental, and social objectives and targets, ensuring Bute's outreach efforts in respect of designing and committing future investment funding is aligned to these.
- Play a lead role in working with community groups and organisations to ensure funding opportunities are identified which have the potential to address key short, medium, and long-term priorities in the geographic area.
- Stakeholder engagement/management – liaise, advise, and influence key internal and external stakeholders to ensure that community funds are represented in such a way that help support both internal business and external political and community goals.
- Facilitate meetings with groups of community organisations and third sector partners, ensuring that choices about how future funds are allocated are taken in a fair, consistent and transparent manner.



- Identify and execute opportunities to communicate Bute's commitments both at a micro-community level and to wider regional and national stakeholders.
- Liaise with our Supply Chain representatives to establish and maintain effective relationships to develop and continuously improve the strategy, outcomes and benefits.
- Continual engagement with wider stakeholder organisations (including but not limited to Welsh Government departments, local authorities, third party supply chain, employability and educational establishments, charities) to build relationships and explore mutually beneficial opportunities.
- Line management of appointed internal and contracted staff (many of whom will be working remotely across Wales) including Community Liaison Officers:
 - ensuring such members of staff are provided with the guidance, motivation and working framework they need;
 - ensuring such members of staff meet specific targets and milestones, are managing workstreams in line with strategy, key messaging, and programme and within the required governance framework, under the overarching project(s) objectives;
 - conduct interviews and assist with hiring processes;
 - share messages from senior management;
 - assist in onboarding new staff with training and support;
 - resource scheduling.

Key Accountabilities:

- Develop, implement, and maintain a Community Benefit Strategic Plan that promotes and gains recognition for outcomes and achievements, raising the awareness of Bute and its efforts in designing and committing to material investment into the national, regional, and local economies.
- Research and consult on behalf of Bute, with key external stakeholders to obtain information on what is most opportune and appropriate for Bute's community investment, ensuring alignment with both internal objectives and those of the Welsh Government.
- Produce internal business plans for each funding proposal to allow for commitments to gain approval and other material to evolve (e.g. Memorandum of Understandings with external bodies, sponsorship agreements, draft funding mechanisms for future fund establishments, advertising material, external presentations).
- Establish and create new stakeholder connections and facilitate stakeholder networks across Wales to increase Bute's standing in all regions and enhance our reputation through the design of new tangible social and economic initiatives which have the potential to make a real difference through our future long-term funding.
- Responsible for the collation, evaluation and distribution of necessary business reports. This will involve regular liaison with business stakeholders (both internal and external) in order to ensure that agreed timescales and outcomes are achieved. (e.g. Community Benefit KPI's related to national, regional and project specific initiatives).



- Develop, maintain, manage and monitor the supply chain's delivery of employment, training, business and education deliverables across Wales.
- Advise, monitor and support each project manager on the Community Benefit Programme for each individual project, ensuring outreach efforts, decisions and funding allocation associated with each project's development phase is aligned with Bute's wider Community Benefit Strategic Plan.
- Support internal project managers and external advisors on individual projects as part of the development and implementation of a robust Stakeholder and Community Engagement Plan.
- Line management of Community Liaison Officers to ensure their implementation of a local stakeholder engagement plan is always to high standard and in alignment with our portfolio and project specific objectives.





Language requirement: fluent verbal and excellent written communications skills in both English and Welsh.

Experience & Qualifications:

- Between 7 – 10+ years' experience working in-house in a development company, consultancy, government or charitable organisation; ideally with a track record in public relations; community funding initiatives, or partnership working.
- Previous experience in a related role and in particular in community funding initiatives, supporting voluntary organisations, liaising with local government and industry groups, where you can demonstrate a track record in self-innovation and self-driving the identification of and engagement on new initiatives associated with wider funding/investment opportunities.
- Third level qualification in marketing, communications based subject or equivalent.
- Track record in successfully coordinating multiple stakeholders at any one time.
- Successfully dealing with external stakeholders, including members of the public, statutory consultees, local government, charitable groups, external consultants and team members.
- Proficient in the use of Microsoft Office in particular PowerPoint, Outlook, Word and Excel.
- Full UK Driving Licence.
- Line management experience is desirable.

Knowledge & Skills:

- We are looking for someone who is passionate about making a difference through our funding, with a deep understanding of the communities we serve. You will have experience of self-building and leading on the design and implementation of initiatives with an ability to coach, inspire, and empower internal and external stakeholders.
- Your ability to build and maintain excellent relationships with a diverse range of senior level internal and external stakeholders will be second to none, you will have experience in creating connections and facilitating stakeholder networks and you will be a confident communicator, comfortable in all environments. You will demonstrate an ability to work in an agile way, ensuring we are flexible and continue to improve in line with feedback and insights from internal and external colleagues.
- Be highly organised and proficient in management of workload and stakeholder engagement processes, record keeping and in ensuring internal and external comms and registers are fully documented.
- Ambitious, self-driving and capable of undertaking risk assessments associated with relevant external stakeholder engagement, including those with local communities, the local supply chain, media and online audiences.
- You will have an in-depth understanding of the general national and local regulatory framework across Wales (Welsh Government and local authority roles, responsibilities, objectives).
- A sound understanding of renewable energy/other infrastructure development processes (community and stakeholder engagement) would be an advantage.



- Influencing – you will be persuasive and able to identify and successfully engage with the right people obtain their support and action.
- Able to achieve consensus by brokering agreement amongst stakeholders with differing views.
- Innovation – you are able to think creatively and innovatively to expand and enhance Bute's Community Benefits offering.
- Excellent interpersonal skills.
- An entrepreneurial approach and problem-solving abilities.
- Strong personal resilience and hugely adaptable to situations.
- Handling and co-ordinating inputs from external consultants and project team members.
- Excellent influencing and negotiation skills.

General:

The above responsibilities are neither exclusive nor exhaustive and the incumbent may be called upon to carry out such other appropriate alternative or additional duties as may be required, which are within their capability and competence.

Diversity and Inclusion:

Bute Energy is an equal opportunities employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We do not discriminate on the basis of race, religion, colour, national origin, gender, sexual orientation, age, marital status, veteran status or disability status.



Attractive package commensurate with background and experience required for the role. For more information on remuneration please contact Sophie Randles, Director - Private Equity.

Contact details are as follows T: 07432 480922 or E: sophierandles@livingstonjames.com

The Recruitment Process

The search and selection process of this assignment is being managed by advising consultant, Sophie Randles – Director at Livingston James.

Selected professionals will then be invited to interview with selected shareholders and stakeholders. There will be three stages to this process. If requested, psychometric assessment will be utilised through the process for which additional guidance will be provided.

All third-party applications, enquiries and direct approaches to Bute Energy will be referred to Livingston James.

