

Leadership Programme Manager

Welcome from the CEO

At Verture, our leadership programmes are instrumental in shaping climate adaptation policy and practice across Scotland. Working closely with the Scottish Government and key national stakeholders, we seek a strategic leader to spearhead initiatives such as Adaptation Scotland and our work on coastal change and flood resilience. As our Leadership Programme Manager, you will be pivotal in developing our Scotland-wide programmes, managing relationships with national stakeholders, and ensuring these programmes deliver significant impact.

National climate adaptation necessitates coordinated action across government, sectors, and communities. In your role, you will lead initiatives that define Scotland's adaptation journey, influencing policy and supporting the implementation of the Scottish National Adaptation Plan 3 (SNAP3). Your work will create a framework for climate resilience that can be consistently adopted and implemented throughout Scotland.

Managing programmes like Adaptation Scotland, you will help build capacity for climate resilience at all government, sector, and community levels. The relationships you foster with the Scottish Government and national stakeholders will be crucial in maintaining climate adaptation as a priority, ensuring resources are effectively allocated. Your leadership will translate national policy into practical actions, strengthening Scotland's resilience to climate change.

If you're passionate about climate adaptation and possess the skills to lead complex national programmes, I invite you to join our team. Help us create a climate-resilient Scotland that benefits everyone.

Leadership Programme Manager

Reports to: Head of Programmes & Partnerships

Location: Hybrid working model with 1-2 days per week in either our Edinburgh or Glasgow office. Occasional travel may be required for external meetings.

Hours: Full time (35 hours per week). Flexible and/or part-time working hours open to discussion.

Salary (FTE): £50,228 per annum

Contract: Permanent

Key Responsibilities

- Provide strategic leadership and oversee the delivery of the Adaptation Scotland Programme and other national or thematic climate adaptation

initiatives, in close collaboration with the Scottish Government and key stakeholders

- Line manage 1-4 staff and oversee the work of additional team members in a matrix management approach
- Develop and implement strategies to influence national policy on climate adaptation, including contributing to future Scottish National Adaptation Plans
- Build and maintain strategic partnerships with government departments, national agencies, and other key organisations, with particular focus on Scottish Government adaptation colleagues
- Lead national programmes focused on priority areas such as coastal change, water/flood resilience, and other themes requiring Scotland-wide approaches.
- Secure, manage and report on funding for national programmes, including government grants and alternative funding streams
- Develop monitoring and evaluation frameworks to demonstrate programme effectiveness and inform strategic direction.
- Ensure strong collaboration between national, regional, and local programmes to create a cohesive approach to climate adaptation

Programme Development and Implementation

- Lead the strategic development of Adaptation Scotland and other national or thematic programmes, ensuring alignment with national policy priorities and Verture's vision and purpose
- Define long-term goals and theory of change for national adaptation programmes, identifying key priorities and approaches
- Lead on policy development and implementation related to climate adaptation at the national level
- Collaborate with policy teams in Scottish Government, particularly those focused on adaptation
- Identify opportunities for new national or thematic programmes that address emerging climate risks and vulnerabilities
- Design programme activities and interventions that build capacity for adaptation across sectors and communities
- Deliver programme content directly where appropriate and provide oversight for delivery across the team.
- Ensure programmes deliver measurable, strategic outcomes that strengthen Scotland's climate resilience
- Develop guidance, tools, and resources to support adaptation efforts across Scotland

Stakeholder Engagement and Partnerships

- Build and maintain strategic relationships with Scottish Government departments and national agencies
- Develop partnerships with national organisations across public, private, and third sectors
- Coordinate with Regional and Local Programme Managers to ensure alignment and shared learning.
- Represent Verture at national forums, conferences, and policy discussions

- Facilitate collaboration between different stakeholders to create joined-up approaches to adaptation
- Communicate impact and learning from programmes to influence wider practice and policy
- Act as a spokesperson for Verture's national work, enhancing visibility and credibility of climate adaptation initiatives

Team and Resource Management

- Line manage 1-4 staff, providing coaching, development, and performance management.
- Oversee the work of additional team members in a matrix management approach
- Lead programmes directly as needed, while also overseeing work delivered by others
- Oversee programme budgets, ensuring efficient use of resources and financial accountability
- Develop funding proposals and manage relationships with funders
- Establish effective systems for programme planning, monitoring, and reporting
- Support team members to deliver high-quality work and develop their skills and expertise
- Foster a collaborative team culture that embodies Verture's values and approach
- Contribute to organisational learning and development, promoting innovation and best practices across the organisation

Person Specification

Experience

- Proven experience in managing complex programmes at a national level, preferably in climate adaptation, sustainability, or environmental fields
- Track record of influencing policy and practice at a national level
- Experience of working with government and public bodies on policy implementation, with strong experience in stakeholder engagement and partnership development
- Experience of managing teams and budgets

Skills and abilities

- Ability to influence and negotiate with senior stakeholders
- Project and programme management expertise
- Analytical skills and ability to translate complex information into practical approaches
- Collaborative working style with ability to build effective partnerships

Knowledge

- Strong understanding of climate change impacts, risks, and adaptation approaches for Scotland, including policy development and implementation

- Understanding of the Scottish institutional landscape relevant to climate adaptation
- Knowledge of effective programme design, monitoring, evaluation, and impact assessment
- Understanding of funding landscapes and income generation approaches

Working at Verture

Our Way of Working

Working at Verture involves being part of a collaborative and social team, with a strong focus on employee wellbeing and opportunities to develop your own innovative ideas. Our internal culture and working style is characterised by:

- Co-design of initiatives
- Solutions and impact/outcome focused approach
- Commitment to equality, diversity and inclusion

We are committed to staff development and to identifying opportunities for career progression. We support all staff to develop and grow to their full potential.

Benefits

Here's what you can expect when you join our team:

- The opportunity to make a meaningful difference in climate resilience across Scotland
- A collaborative team environment focused on innovation and impact
- 35 days annual leave including public holidays
- Flexible working arrangements
- Company sick pay
- Death in service scheme
- Employee support services
- Pension scheme with employer contributions up to 6% of salary

Our Commitment to Equity, Diversity and Inclusion

Climate change affects everyone, but not equally. At Verture, we believe our team should reflect the diverse communities we serve. We particularly encourage applications from individuals from underrepresented groups, including working-class people, ethnic minorities, and disabled communities, as these populations are often most impacted by climate change.

We are committed to making our recruitment process accessible to all. If you require any adjustments or support during the application process, please let us know.