

Regional Programme Manager

Welcome from the CEO

Venture tailors climate adaptation to Scotland's diverse regions, respecting local differences while enhancing collective efforts. As Regional Programme Manager, you'll work with team members to support Regional Adaptation Partnerships in the Highlands, Clyde, South-East Scotland, and Tayside regions to address the impacts of climate change. You will collaborate with local stakeholders to build resilience, create shared adaptation visions, and implement practical solutions.

Venture advances climate resilience and adaptation through leadership and innovation. We designed Adaptation Scotland in partnership with the Scottish Government, contributing to national strategies and best practices. We focus on people most impacted by climate change and those most marginalised by society: people on the lowest incomes, black and brown people and disabled people. We embed justice and equity in all our initiatives.

As Regional Programme Manager you will bridge national policy with local actions, crafting tailored climate strategies for Scotland's varied regions. You will manage a small team to work on partnerships like Climate Ready Clyde and develop resource-efficient adaptation strategies. You will work with the Head of Programmes and Partnerships and colleagues inside and outside Venture to develop new regional adaptation partnerships and chart the future of existing ones. Your leadership will ensure adaptation efforts align with the distinct needs of each region.

Regional 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

Contract: Permanent

Key Responsibilities

- Work with your team to manage and support Regional Adaptation Partnerships, including Highland Adapts, Climate Ready Clyde, Climate Ready South East Scotland, and Climate Ready Tayside
- Line manage 1-4 staff and oversee the work of additional team members in a matrix management approach

- Develop and implement regional climate adaptation strategies that align with the Scottish National Adaptation Plan 3 (SNAP3) while addressing specific regional needs
- Build and maintain strategic partnerships with local authorities, regional bodies, businesses, and other stakeholders within each region
- Contribute to policy development and the implementation of regional climate adaptation actions, ensuring integration with national strategies.
- Secure and manage funding for regional programmes, working with multiple funding partners to support long-term programme sustainability
- Develop monitoring and evaluation frameworks to assess programme impact, improve programme delivery and inform future planning and strategies
- Ensure strong collaboration between national, regional, and local adaptation initiatives, fostering shared goals and consistent messaging across scales.

Programme Development and Implementation

- Lead the strategic development of Regional Adaptation Partnerships, ensuring each addresses key climate risks, vulnerabilities and opportunities for resilience-building
- Work with regional stakeholders to develop shared visions and strategies for climate adaptation
- Support the design and implementation of regional adaptation action plans and projects, driving progress towards measurable outcomes
- Identify and foster opportunities for cross-regional learning and collaboration, sharing best practices and enhancing collective action
- Design programme activities that build capacity for climate adaptation at a regional level, empowering local communities
- Oversee the delivery of programmes by team members while taking on direct delivery roles when necessary to ensure impact
- Ensure programmes deliver concrete, measurable outcomes that strengthen regional climate resilience and support sustainable development
- Develop practical guidance, tools, and resources to support regional adaptation efforts, helping stakeholders implement effective adaptation strategies

Stakeholder Engagement and Partnerships

- Build and nurture relationships with local authorities, public bodies, businesses, and civil society organisations across Scotland's regions to facilitate effective climate adaptation action
- Develop and support multi-stakeholder partnerships that foster collaboration and drive regional climate adaptation priorities.
- Coordinate with National and Local Programme Managers to ensure coherence across different scales of adaptation action, maximising regional impact
- Represent Venture at regional forums, conferences, and policy discussions, advocating for regional climate adaptation priorities and raising the profile of the organisation
- Facilitate collaboration between diverse stakeholders, encouraging integrated approaches to climate adaptation that address multiple challenges simultaneously

- Communicate programme achievements and learning to influence broader practices and policies in the field of climate adaptation
- Act as a spokesperson for Verture's regional work, raising awareness and ensuring visibility of climate adaptation

Team and Resource Management

- Line manage 1-4 staff, providing leadership, support, and development opportunities to foster a high-performing team
- Oversee the work of additional team members using a matrix management approach, ensuring effective coordination and delivery across various regional programmes
- Lead programmes directly as needed, while also overseeing the activities delivered by other team members
- Oversee programme budgets, ensuring efficient use of resources and financial accountability
- Develop funding proposals and manage relationships with multiple funders
- Establish effective systems for programme planning, monitoring, and reporting, ensuring transparency and continuous improvement
- Support team members to deliver high-quality work, providing regular feedback and fostering a culture of professional development
- Foster a collaborative team culture that embodies Verture's mission, 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 regional level, ideally within climate adaptation, sustainability, or environmental fields
- A track record of successfully facilitating multi-stakeholder partnerships and collaborative approaches, including strong experiences working with local authorities and regional bodies
- Experience in team and budget management, with the ability to balance operational and strategic priorities
- Experience in monitoring, evaluation, and impact assessment, demonstrating the ability to track progress and measure outcomes effectively

Skills and Abilities

- Excellent facilitation and consensus-building skills with the ability to engage diverse stakeholders and drive collaborative decision-making
- Strong analytical skills, with the ability to translate complex data into actionable insights and practical strategies for climate adaptation
- Collaborative working style with ability to build effective partnerships across different sectors and geographical contexts

- Exceptional project management skills, with a demonstrated ability to oversee multiple initiatives simultaneously

Knowledge

- Comprehensive understanding of climate change impacts, risks, and adaptation approaches, particular in the context of Scotland's regions, and how climate risks and vulnerabilities vary across different regions
- In-depth Knowledge of policy development and implementation at regional level, with familiarity with key national and local frameworks.
- Awareness of diverse regional approaches to climate adaptation, enabling tailored solutions for each area
- Understanding of the funding landscape and income generation strategies, including how to secure and manage resources for climate adaptation initiatives

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.