

Social Value & Sustainability Manager

Generic title	Manager
General Description	<p>A colleague at this level will take responsibility for delivering specific tasks, goals and objectives. They will work under direction but will be able to work without day to day support. They are expected to work proactively and deliver defined tasks to an industry standard.</p> <p>They will manage their own tasks within the context of a project or company objective. Whilst they will take day to day decisions on their own, they will refer significant decisions. They are accountable for the performance of the Midlands business against set targets.</p>

Competencies

Achieving Results	<p>Sets clear and appropriate goals that consider the bigger picture</p> <p>Drives well to achieve consistent results</p> <p>Deliver a quality performance consistently</p>
Analytical thinking and decision making	<p>Using personal experience and systematic approach to arrive at decisions on straightforward issues</p>
Communication	<p>Communicates positively with clarity and understanding</p> <p>Presents information in a structured way</p> <p>Demonstrates confidence when communicating in own subject</p>
Dealing with change	<p>Positive attitude to change when presented</p> <p>Contributes to change in own area of work</p>
Teamwork	<p>Develop inter-team collaboration inside and outside company</p> <p>Understand the role of a team and how it delivers the objectives</p> <p>Can adapt to different types of teams in most situations</p> <p>Take a cohesive and encouraging approach to team working</p>
Leadership	<p>Ability to take control of situations within one's sphere of influence</p> <p>Assume responsibility – organising and guiding where necessary</p>
Managing resources	<p>Create a plan for a familiar project or process</p> <p>Interpret a plan and decide what resources are required</p> <p>Bring resources together and ensure they are efficiently deployed</p> <p>Able to call upon and manage diverse skills and methods to deliver results</p>
Negotiation	<p>Understand the others point of view</p> <p>Make an objective and structured case with pros and cons</p> <p>Understand the need to give and take</p> <p>Understand and defend a position</p>
People Development	<p>Can respond well within tested frameworks of development to identify own needs</p> <p>Use personal experience to build own skills</p>

Role Definition

<p>Summary of role</p>	<p>Social Value is the extraction of additional value to society from a procurement exercise. Broadly this value must demonstrate a measurable social, economic and/or environmental benefit to communities. We are investing in this role because:</p> <ul style="list-style-type: none"> • Social Value calculations are being adopted more widely by procurers in their decision-making process • Social Value is becoming a 'hard' subject which will link directly to commercial performance on projects • Social Value as an outcome is intrinsic to performance in innovation and efficiency, two other increasingly critical competencies required to increase productivity in the industry • To increase the ability to respond more coherently and shape more effective service offerings in the area of Social Value • Framework providers are requiring demonstrable Social Value targets are met using established tools such as The Social Value Portal. <p>The role is to ensure that social value is measured and our achievements are reported to stakeholders via the Morgan Sindall Social Value Bank and any other required measurement tools.</p>
<p>Responsibilities and accountabilities</p>	<p>The SVM is responsible for:</p> <p>Generally</p> <ul style="list-style-type: none"> • Driving Social Value activities and applying various measurement tools. Those tools include the VWEx toolkit, the carbon calculator, the Schools Partnership Pledge, the Social Value Bank, LM3 etc. • Implement, oversee and monitor progress with the application of LM3 to supply chain procurement and ensure each project produces a predictive and actual LM3 result • Oversee and monitor progress against the environmental targets set within the business unit and projects using the Social Value Bank collectively with project teams • Support the business unit across all projects to imbed Social Value into projects • Represent Morgan Sindall and the local business at internal and external functions as required • Assist local leads in meeting all Social Value outputs across all area, regional, national frameworks • Assist projects leads in meeting all Social Value outputs for their projects • Input into tenders / framework bids at all stages including specific responses to questions at PQQ / ITT stage • Work with Head of Social Value and other colleagues on specific campaigns and development of new approaches as required • Liaise with supply chain members where appropriate to help them support business unit targets and project deliverables • Work with supply chain manager to develop data base of SE's / VCSE's and Microbusiness's • Work with key supply chain members and the Supply Chain Sustainability School to increase knowledge and capability within our supply chain

	<ul style="list-style-type: none"> • Assist in providing necessary training to the supply chain in the use of LM3 • Coach team members in social value matters and provide training as necessary • Host any applicable, community events • Produce clear, concise presentations setting out our approach to social value and achievements for use with clients or in connection with interviews <p>Social Value Charter</p> <ul style="list-style-type: none"> • Work with project teams to develop a project specific social value charter based on the Midlands template • Ensure a Social Value Charter is agreed with clients on every project, monitor and report on progress during the construction programme <p>Social Value Plan</p> <ul style="list-style-type: none"> • Develop a project / framework specific social value plan in collaboration with the project / framework lead • Align social, economic and environmental TOMS • Monitor performance against the Social Value Plan ensuring the relevant tools and processes are applied and fulfilled in line with business unit and project requirements • Implement the EDI, education and skills, community engagement and supply chain plans that sit within the Social Value Plan (at project level) including preparing, hosting, resourcing workshops, social value events <p>Responsible Procurement Drivers</p> <ul style="list-style-type: none"> • Align training requirements with the supply chain • Promote opportunities with DWP, Finditin, etc. • Assist sites with organising trainees, work experience, apprentices to meet any Employment/Skills targets <p>Performance Monitoring Initiatives</p> <ul style="list-style-type: none"> • Seek sector support from nominated training providers • Plan, monitor and support project teams to achieve required TOMS <p>Social Value Bank</p> <ul style="list-style-type: none"> • Measure and monetise and report SEE outputs • Review PR communications, marketing and awards • Create social value bank reports during pre-construction stage (including predictive LM3 models) • Work with the project teams to keep necessary evidential records and metrics • Monitor social value bank content and ensure reporting is purposeful and relevant • Have a general awareness of the environmental themes within the social value bank and why they are important to the industry and society. Understand environmental management plans to the extent that support can be provided to project teams in applying these to operational activities and where applicable to champion environmental improvement
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	<p>Regional / National Reports</p> <ul style="list-style-type: none"> • Report social, economic and environmental outputs • Use our P365 software to monitor, record and demonstrate compliance with all Social Value related Performance Indicators. • Use the Social Value Portal software to monitor, record and demonstrate compliance with all Social Value targets • Produce project specific case studies with clear metrics and evidence demonstrating our track record of delivering social value • Monitor and report progress against Morgan Sindall's Total Commitments.
<p>Qualifications, training and technical knowledge</p>	<ul style="list-style-type: none"> • Full UK driving licence • Highly competent at MS suite (especially Excel and PowerPoint) and Adobe InDesign software • Ability to work with / use a variety of software platforms relating to social value. • Possess a working understanding of supply chain arrangements • Be able to demonstrate commercial awareness and general knowledge regarding contracts and their impact on Social value outcomes • Possess a working understanding how to be a responsible business and behave ethically • Possess a working understanding of the impact of effective community engagement and investment practice • Demonstrate experience of managing Social Value projects • Possess a Comprehensive understanding of EDI • Proficient with LM3 • Possess a working understanding of education frameworks
<p>Attributes and skills</p>	<ul style="list-style-type: none"> • Ability to work in a team environment contributing across a project, site or area • Good management skills, with the ability to motivate self and colleagues to perform • Ability to coach/mentor site-based staff to record and monitor all necessary metrics • Good understanding of data environments and how to manage it • Good planning and time management skills; able to manage activities simultaneously without compromising on standards and quality • Ability to ensure standards and specifications are met • Ability to work with colleagues to contribute to project and operational performance • Confident in communicating in an appropriate style to a wide audience • Ability and confidence to network and collaborate without eroding brand value