## Social Value Advisor

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| **Generic title** | Manager - 2 |
| **General Description** | 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.  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 a small team.  In operations they will manage small or medium projects and site. They supervise larger teams of trades of co-ordinate significant functions on a larger project.  In commercial they will manage costs and quantities on small projects or as part of a team on a larger project. |

## Competencies

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

## Role definition

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| **Summary of role** | 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:   * 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 |
| **Responsibilities and accountabilities** | Identify and understand the Social Value triggers in a contract and develop a best-practice approach as result  Support the Project Team to implement Morgan Sindall Social Value Strategy  Work with the Project Team and customer to establish social value metrics and the Social Value Charter for the project  Develop a value for money approach from effective community engagement practice  Develop and follow a strategy towards improved social value delivery including within procurement  Monitor the government agenda, austerity measures and the population composition and adjust strategy and direction accordingly  Measuring, reporting and monitoring on social value KPIS  Identify through networking and engagement with public sector bodies future social value requirements relating to the construction sector  Work closely with the Head of Social Value to identify and promote best practice and ensure consistency across the business unit and wider Morgan Sindall business as required |
| **Qualifications, training and technical knowledge** | Full UK driving licence  Highly competent at MS suite, especially Excel  Possess a working understanding of supply chain arrangements and be able to demonstrate supply chain experience  Be able to demonstrate commercial awareness and knowledge regarding forms of contract and their impact on Social value outcomes  Possess a working understanding of the impact of forms of contract 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  Demonstrate experience of working within a work winning/bid room environment  Possess a Comprehensive understanding of EDI  Proficient with LM3  Possess a working understanding of education frameworks |
| **Attributes and skills** | 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  Good planning and time management skills; able to manage activities simultaneously within 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 |