## 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 pictureDrives well to achieve consistent resultsDeliver 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 understandingPresents information in a structured wayDemonstrates confidence when communicating in own subject  |
| **Dealing with change** | Positive attitude to change when presentedContributes 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 objectivesCan adapt to different types of teams in most situationsTake a cohesive and encouraging approach to team working  |
| **Leadership** | Ability to take control of situations with one’s sphere of influenceAssume responsibility – organising and guiding where necessary |
| **Managing resources**  | Create a plan for a familiar project or processInterpret a plan and decide what resources are requiredBring resources together and ensure they are efficiently deployedAble to call upon and manage diverse skills and methods to deliver results  |
| **Negotiation**  | Understand the others point of viewMake an objective and structure case with pros and cons Understand the need to give and takeUnderstand and defend a position |
| **People Development**  | Can respond well within tested frameworks of development to identify own needsUse 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
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| **Responsibilities and accountabilities**  | Identify and understand the Social Value triggers in a contract and develop a best-practice approach as resultSupport 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 projectDevelop a value for money approach from effective community engagement practiceDevelop and follow a strategy towards improved social value delivery including within procurementMonitor the government agenda, austerity measures and the population composition and adjust strategy and direction accordinglyMeasuring, reporting and monitoring on social value KPISIdentify 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 licenceHighly competent at MS suite, especially ExcelPossess a working understanding of supply chain arrangements and be able to demonstrate supply chain experienceBe able to demonstrate commercial awareness and knowledge regarding forms of contract and their impact on Social value outcomesPossess a working understanding of the impact of forms of contract on Social Value outcomesPossess a working understanding how to be a responsible business and behave ethicallyPossess a working understanding of the impact of effective community engagement and investment practice Demonstrate experience of managing Social Value projectsDemonstrate experience of working within a work winning/bid room environment Possess a Comprehensive understanding of EDIProficient with LM3Possess a working understanding of education frameworks |
| **Attributes and skills**  | Ability to work in a team environment contributing across a project, site or areaGood management skills, with the ability to motivate self and colleagues to performGood planning and time management skills; able to manage activities simultaneously within compromising on standards and qualityAbility to ensure standards and specifications are met Ability to work with colleagues to contribute to project and operational performanceConfident in communicating in an appropriate style to a wide audienceAbility and confidence to network and collaborate without eroding brand value |