

## Social Value Manager

<b>Generic title</b>	Manager - 1
<b>General Description</b>	<p>A construction, commercial, project, technical manager or functional manager with considerable experience who performs a specific discipline over a wide range of complexities or large geographic area.</p> <p>They will manage their own workload within the context of a wider project or company objective. They will take significant decisions within their discipline with direction from a senior manager. They are accountable for their own work and their team's performance and its impact on their area or project.</p> <p>In operations they will manage all aspects of a mid-sized project, site of single function (e.g. M&amp;E or Special Works) on a larger scheme or area office.</p> <p>In commercial they will manage all aspects of estimating, design procurement or supply chain for a site, project or office.</p>

## Competencies

<b>Achieving Results</b>	<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>
<b>Analytical thinking and decision making</b>	<p>Rational and systematic analysis of situation to enable decisions on more varied issues</p> <p>Questioning the evidence to evaluate issues</p>
<b>Communication</b>	<p>Ability to choose most appropriate style of communication</p> <p>Able to listen actively by which we mean hearing and interpreting what is said</p> <p>Demonstrating sound questioning techniques</p>
<b>Dealing with change</b>	<p>Sees potential of new ideas and situations</p> <p>Take a pragmatic approach to change</p> <p>Considers impact of change on others as well as self</p> <p>Ability to explain the effects to colleagues</p>
<b>Teamwork</b>	<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>
<b>Leadership</b>	<p>Ability to take control of situations with one's sphere of influence</p> <p>Assume responsibility – organising and guiding where necessary</p>
<b>Managing resources</b>	<p>Works effectively within time and budget constraints set by others</p> <p>Looks to complete on schedule and recover slippage</p>
<b>Negotiation</b>	<p>Collecting and collating information on the reality of the situation and options open to you</p> <p>Knowing where you stand</p> <p>Knowing how to create a position</p> <p>Building a winnable case</p> <p>Anticipate the needs and concerns of others</p>

## Role definition

<b>Summary of role</b>	<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"> <li>• Social Value calculations are being adopted more widely by procurers in their decision-making process</li> <li>• Social Value is becoming a 'hard' subject which will link directly to commercial performance on projects.</li> <li>• 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</li> <li>• To increase the ability to respond more coherently and shape more effective service offerings in the area of Social Value</li> </ul> <p>The Social Value Manager role is to ensure that all areas of social value that are measured by Morgan Sindall can be reported to our stakeholders.</p>
<b>Responsibilities and accountabilities</b>	<p>The Social Value Manager is responsible for:</p> <ul style="list-style-type: none"> <li>• Driving the Social Value activities across the business unit, applying the various tools and programmes developed for the business and that are relevant to the business unit, including the VWEx toolkit, the carbon calculator, the Schools Partnership Pledge, the Social Value Bank and LM3.</li> <li>• The design and implementation of project specific Social Value Plans in collaboration with the Project Director and the wider team supporting the project</li> <li>• Implement and support the implementation of the aspects of the Inclusion strategy, education and skills, community engagement and supply chain plans that sit within the Social Value Plan at project level</li> <li>• Have a general awareness of the environmental themes within the social value bank and why they are important to the industry and society. To have an understanding of the 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</li> <li>• Oversee and monitor progress against the environmental targets set within the business unit and projects using the Social Value Bank collectively with project teams</li> <li>• Oversee and monitor progress with the application of LM3 to supply chain procurement</li> <li>• Coach team members in social value matters</li> <li>• Represent Morgan Sindall at external functions and meetings at project, business unit and divisional level as required</li> <li>• Monitor performance against the Social Value Plan and ensure that the relevant tools and processes are applied and fulfilled in line with business unit and project requirements</li> <li>• Liaise with supply chain members where appropriate to help them support business unit targets and project deliverables</li> <li>• Work with Head of Social Value and other colleagues on specific campaigns and development of new approaches as required</li> </ul>

	<ul style="list-style-type: none"> <li>• Support the business unit across all projects to imbed Social Value into projects</li> <li>• Coach team members in Social Value</li> <li>• Develop a Business Unit specific Social Value Charter and monitor progress against targets</li> <li>• Monitor SVB content and ensure reporting is purposeful and relevant</li> <li>• To keep the Construction Total Commitments at the front of their business unit's minds in their operational activities</li> </ul>
<b>Qualifications, training and technical knowledge</b>	<p>Full UK driving licence</p> <p>Highly competent at Microsoft suite, especially Excel</p> <p>Possess a working understanding of supply chain arrangements and be able to demonstrate supply chain experience</p> <p>Be able to demonstrate commercial awareness and knowledge regarding forms of contract and their impact on Social value outcomes</p> <p>Possess a working understanding of the impact of forms of contract on Social Value outcomes</p> <p>Possess a working understanding how to be a responsible business and behave ethically</p> <p>Possess a working understanding of the impact of effective community engagement and investment practice</p> <p>Demonstrate experience of managing Social Value projects</p> <p>Demonstrate experience of working within a work winning/bid room environment</p> <p>Possess a Comprehensive understanding of Equality, Diversity &amp; Inclusion</p> <p>Proficient with LM3</p> <p>Possess a working understanding of education frameworks</p>
<b>Attributes and skills</b>	<p>Ability to work in a team environment contributing across a project, site or area</p> <p>Good management skills, with the ability to motivate self and colleagues to perform</p> <p>Good planning and time management skills; able to manage activities simultaneously within compromising on standards and quality</p> <p>Ability to ensure standards and specifications are met</p> <p>Ability to work with colleagues to contribute to project and operational performance</p> <p>Confident in communicating in an appropriate style to a wide audience</p> <p>Ability and confidence to network and collaborate without eroding brand value</p>