



## **Trust Manager Recruitment**

### **Appointment**

Due to the retirement of the current postholder, Scrabster Harbour Trust is seeking to appoint a Trust Manager. This is a chief executive equivalent role and an exciting opportunity to contribute to the continued commercial success of the organisation.

The Trust manages and operates the trust port of Scrabster in Caithness. The Harbour is an important local and regional economic hub incorporating a busy and diverse port estate including ro-ro ferry operation, fishing, domestic and international cargoes, energy activity, cruise ships, leisure and a property portfolio.

As a Trust port, the focus is to improve and safeguard the harbour assets for the benefit of all stakeholders. With no external shareholders, the Trust is a self-financing commercial business with any surplus reinvested to ensure not only the future development of the Port but the economic prosperity of the wider local economy. There has been significant investment in the harbour in recent years to improve the infrastructure and facilities. Over £38 million has been invested since 2011.

### **Salary and Benefits**

- Competitive Salary commensurate with experience
- Nominated Defined Contribution Pension Scheme
- Holiday entitlement: 39 days including public holidays
- Private Medical Insurance
- Relocation Assistance

### **The Role**

The successful candidate will lead the £5 million turnover organisation which directly employs around 20 employees. The role is based in the Harbour Office at Scrabster and the position will involve some domestic and international travel. Scrabster Harbour operates on a 24 x 7 365 days environment and the appointed individual will be self-motivated and work to the requirements of the business. The main responsibilities include:

- Responsibility and accountability to the Trust Chair and Board of Management for the overall management and performance of the Trust's business.
- Management responsibility for strategy, operations, leadership, communications and reporting.

- Make corporate decisions and manage the Trust's resources including finance, manpower, infrastructure and equipment.
- Contribute to the future strategic direction of the Port.
- Foster effective working relationships with port users and key public, private sector and community stakeholders.
- Ensure effective governance and discharge of the Trust's statutory duties.

### **The Person**

The successful candidate will have an established track record in business with strong financial and managerial skills.

#### Essential Criteria

- Educated to degree level or above or equivalent demonstrable work experience.
- Strong commercial and financial acumen
- In-depth knowledge of corporate governance, setting and delivering financial budgets.
- Previous experience operating at a management level.
- Previous experience in developing, planning and implementing successful business strategies.
- Strong communication and interpersonal skills

#### Desirable Criteria

- Management experience in the marine sector would be an advantage but not essential.
- Project management experience.
- Experience in change management, organisational improvement and risk management.
- An established record of problem solving, solution orientation and timeous delivery.
- Flexible and committed approach to working within a small team.

### **To Apply**

All interested candidates should forward a covering letter outlining their interest and suitability for the role together with their CV by 24<sup>th</sup> May 2024 to

**Mr. Ewan Thoms**  
**Clerk to the Board**  
**Young Robertson & Co**  
**29 Traill Street**  
**Thurso**  
**Caithness**  
**KW14 8EG**

Interviews will be held during the week commencing 3rd June 2024. If you would like to discuss the port and its operations, please contact the current Trust Manager, Sandy Mackie on 01847 892779

### **Equal Opportunities**

*Scrabster Harbour Trust is an Equal Opportunities Employer.*