



Livingston James



The Scottish National Investment Bank

Position Profile

**Executive Director, Place**



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I'm really delighted to offer this role as Executive Director, Place, at the Bank.

As a mission led impact investor, you'll be able to see the difference that the support we give to businesses and projects right across Scotland can deliver. We are in a unique position as a commercial investor, driven to deliver on our missions for long-term economic and societal benefit for the people of Scotland.

It's a privilege to be able to see the impact our investments can make to communities and to the industries of the future. We're working with some of the most exciting businesses across Scotland, with great potential and ambitious plans.

In this role, you'll be joining us at an exciting time as we build our strategy for making place-based investments. This is all about regenerating communities and creating homes for everyone. With a view across all of our mission-led investments, you'll see the interconnectedness of everything we do, and we'll be looking to you to forge creative ways of building much-needed homes to house the workers for the industries of the future.

This role will be helping to unlock markets, understand the issues and build relationships with those who can deliver housing and enrich communities. We all know the gravity of the housing situation across Scotland, and we feel we can help to drive action in coming up with solutions. We can't fix everything, but we think we can make a good start. So we're keen to look at new approaches and innovative structures in an effort to tackle this challenge, which is what we hope you can bring.

We're a small but very ambitious business - for what we can deliver for Scotland and the change we can forge for society.

We're looking for an Executive Director who will feel as energized as we do, ready for the huge opportunities that lie ahead and with an appetite to be creative.



**Mark Munro,**  
**Chief Investment Officer**





Established in 2020, the Scottish National Investment Bank (the Bank) is Scotland's first development investment bank, wholly owned by the Scottish Ministers on behalf of the people of Scotland. The Bank is an impact investor, focused on delivering both commercial returns and mission impacts with its investments. Operationally independent from government, the Bank invests in business and projects connected to Scotland to deliver long term, patient debt or equity investment where the private market is failing to provide the support businesses and projects require to grow.

## The Bank's missions are:



Address the climate crisis, through growing a fair and sustainable economy



Transform communities, making them places where everyone thrives



Scale up innovation and technology, for a more competitive and productive economy

The Scottish Government has committed to capitalising the Bank with £2bn in its first 10 years. Over time as the Bank's initial investments are repaid, the Bank will reinvest those funds in businesses and projects creating a perpetual investment fund to support the Scottish economy in the long term.

With a diverse portfolio of 38 businesses and projects, the Bank has committed £640m and crowded in a further £1.4bn from third parties. As a key strand of the Bank's strategy to attract in private sector finance to sit alongside public capital, investment ranges from ports, to electric vehicle charging technology, to life sciences and software innovation, to mid-market housing and social housing funds.

A team of c.85 FTE, colleagues work across internal teams to deliver these projects at pace, in collaboration with many stakeholders across government, policy, think-tank and other investment and financial networks. Embedding the right culture, through lived values, is critically important for the Bank as we continue to develop.





Our purpose and missions are at the heart of everything we do



We are passionate about making a difference



We bring together people and partners who can create a vibrant, sustainable future for Scotland

As an impact investor, not only do projects have to demonstrate commercial return, but they also have to demonstrate that they will deliver long-term economic and social benefit for the people and communities of Scotland. To date, the portfolio had supported 1,810 jobs, operates in 24 out of 32 Scottish Local Authorities and in 2023 spent £92m on supply chain spend in Scotland.

- You can read more about the Bank's impact in the most recent [Impact Report](#).
- The Business Plan for 2024/25 is available [here](#).
- More information on the Bank, key publications and the portfolio is available on the [website](#) and on [Linked-In](#).





## Do you want to make a difference?

The Bank is quite a unique institution.

This role provides a real opportunity to make a difference and be part of the Bank's mission driving initiatives aimed at addressing the long-term challenges faced by Scotland. You will play a direct role in funding businesses and infrastructure that shape Scotland's economic landscape, as well as having the opportunity to influence policy and investment strategy at a national level.

With accountability for the Bank's Place mission, you will play a critical role in the transformation of communities, making them places where everyone thrives. A highly rewarding role offering the successful candidate the opportunity to work for a financial institution dedicated to developing a fair and sustainable economy.

## Some of our place-based investments:

### Social & Sustainable Capital



### Thriving Investments



### Highland Broadband Group





## Role Introduction:

<b>Job Title:</b>	Executive Director, Place
<b>Location:</b>	Scotland

The Executive Director, Place will be responsible for identifying, structuring, and closing successful investment transactions in debt and/or equity specifically focused on the Bank's Place mission. The Executive Director, Place will also have considerable experience in managing several deal teams in a complex bespoke deal making environment and managing and reporting on performance on a diverse portfolio of investments.

## Main Responsibilities:

- Acting as the senior manager of a small team of investment professionals, managing origination and investment activity with reference to the Bank's Place mission, with a focus on investments in the following key areas:
  - Affordable and Sustainable Housing
  - Regeneration and Community Creation
  - Technology Parks, Innovation Hubs & Eco Parks
  - Tertiary Education Facilities
  - Clean Industrial Projects and associated offset solutions
  - Community wellbeing & leisure projects
  - Associated SME businesses in the supporting supply chains
  - Third sector opportunities
- Responsible for the performance of the investment portfolio as a whole and on an ongoing basis.
- Senior input and management as required in relation to the negotiation and close of a pipeline of investment opportunities that support the Bank's purpose and missions.
- Responsible for ensuring compliance with the full investment approval process of the Bank, including responsibility for overseeing the preparation of all investment committee papers and reports.
- Ensuring all investment team personnel work closely and collaboratively with Investment Risk colleagues on all investment opportunities from inception.
- Ensuring collaboration with the Investment Risk team and Partnership & Engagement team, identifying and quantifying both financial risks and social impacts, both positive and potentially negative, in all investment opportunities.
- Working closely with the Partnerships & Engagement team to ensure the Bank maintains the best quality of relationships with industry and relevant government departments in its investment activities.





- Act as a business partner to key internal customers and manage relationships with them. Likely to involve using support teams to ensure customer satisfaction.
- Managing the Bank's relationships with its major due diligence providers, alongside the other Executive Directors.
- Ultimate responsibility for supporting the training and managing of the whole place mission investment team.
- Ensuring the investment teams seek the relevant support of internal and external counsel, to ensure all appropriate legal documentation is successfully structured, negotiated, and concluded in line with investment committee approvals.
- Develop strong relationships with the wider financial ecosystem in Scotland, including banks and institutional investors at the most senior levels.
- Speaking at conferences and networking with the Scottish financial system and businesses and industry.

## Regulatory Status – Certification Position:

- "Significant Management Responsibility"
- "Client Dealing Responsibility"
- "Managing Certified Employees"

This role is designated a Certification position under the Bank's Financial Conduct Authority ('FCA') authorisation (once confirmed) and the Senior Management & Certification Regime ('SM&CR'). The role holder will require to be individually assessed by the Bank as fit & proper and competent to undertake the responsibilities of the role on an on-going (annual) basis.





## Experience & Qualifications:

- Professional Accounting qualification and/or CFA (Chartered Financial Analyst), CISI (Chartered Institute of Securities and Investments), IFoA (Institute and Faculty of Actuaries) CBI (Chartered Banker Institute) would be highly regarded.
- Significant professional experience at a senior level in debt and/or equity investment.
- Sustainable investment experience and/or SME investment experience with a focus on Place mission areas.

## Personal Attributes:

- A passion for and commitment to the Bank's mission.
- Exceptional people leadership and authenticity as a leader. Passionate about empowering others to stretch themselves and thrive.
- Exceptional stakeholder management and engagement expertise.
- Strategic thinker with strong business acumen and an innovative approach.
- Ability to constructively challenge and provide solutions.
- Exceptional communication and interpersonal skills at all levels.
- High levels of integrity and dependability.
- Teambuilder and collaborator.
- Highly organised with the ability to work under pressure and meet tight deadlines.
- High levels of emotional intelligence.





## Remuneration & Benefits:

An attractive salary and benefits package is on offer, commensurate with background and experience required for the role. Livingston James will be able to provide full detail on this as part of the discussions.

## Recruitment Process:

The search and selection process of this assignment is being managed by advising consultant, Sophie Randles, Director at Livingston James, and supported by Kirsty Mclardy.



**Sophie Randles, Director**

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Selected candidates will then be invited to interview with the Bank's team.

All third-party applications, enquiries and direct approaches to the Bank will be referred to Livingston James.





## Diversity Statement:

The Bank is committed to equality for all and being a fully inclusive employer, with the ambition to have a diverse team made up of complementary skills and experiences.

With a deep commitment to addressing Scotland's most pressing challenges - we recognise the importance of a diverse team in driving innovative solutions and having the best ideas. Our culture emphasises fairness and inclusivity. This is why we are keen to hear from individuals who are passionate about making a difference, even if they feel they do not meet all our role requirements. Our inclusive approach not only enhances our workplace but also extends to our investment practices and partnerships, ensuring a fairer, more prosperous Scotland.

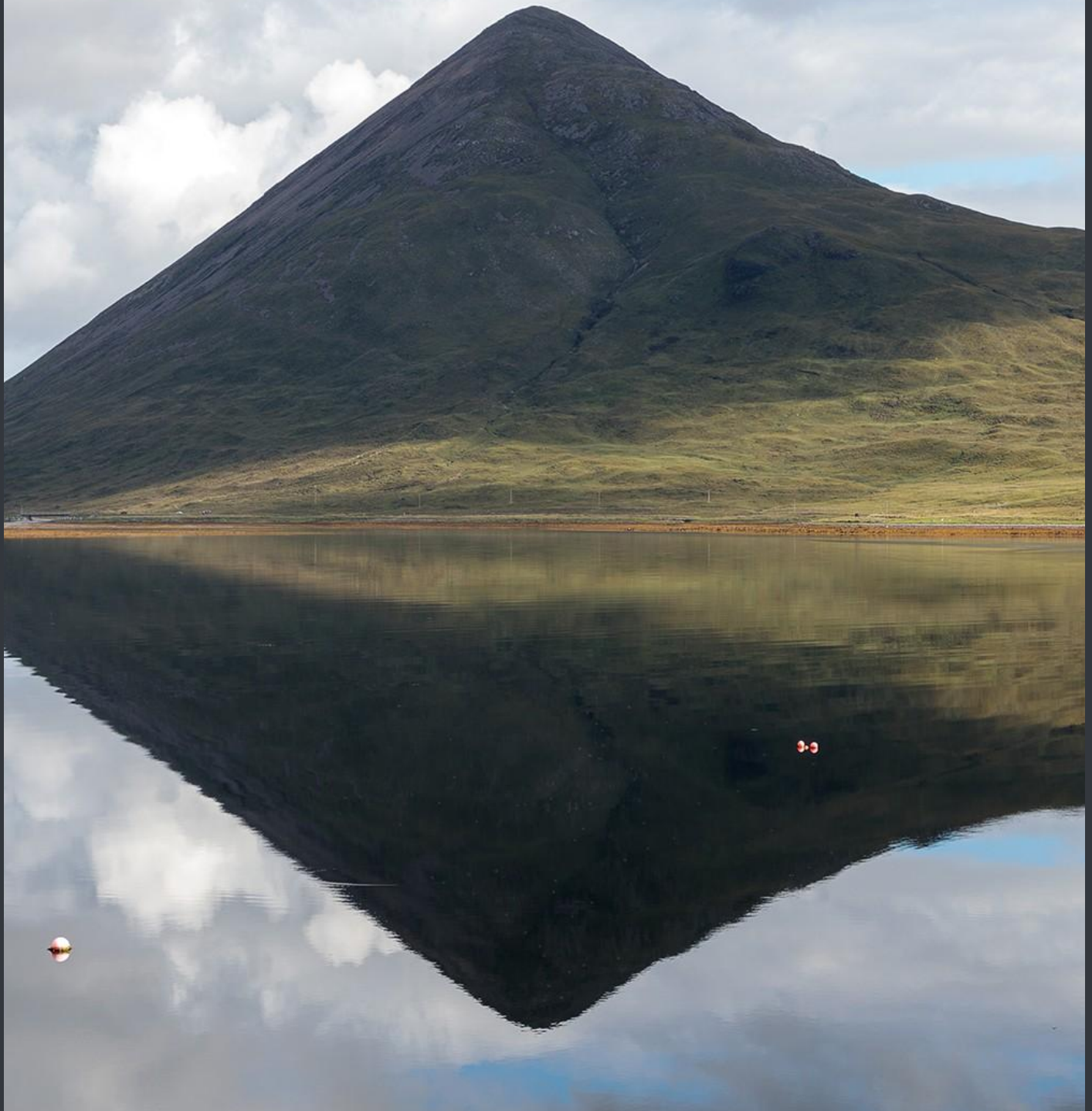
If you need any adjustments to support your application, such as information in alternative formats or special requirements to access our buildings, or if you're eligible under The Disability Confident Scheme or require any form of assistance during the application process, please reach out to us. Our commitment is to provide the support you need to participate fully in our recruitment process.

We support flexible working and open to flexible working requests from all applicants so whether that's a flexible working pattern or a different solution, we're open to discussing this with you.





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The Scottish National Investment Bank