



ALBA

RECRUITMENT PACK

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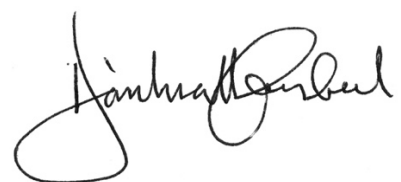
A word from our Chief Executive...

This newly created role is pivotal to our success of our vision and mission. We have a need for experienced, commercially aware director to work with our stakeholders to make our growth plans and financial sustainability a reality.

This is an opportunity for the right person to join us as our organisation continues through a period of transformation whilst externally the political and social landscape changes.

It is an exciting time to be part of something worthwhile, truly transformational and create a legacy for our future stakeholders. Within this pack you will find the advert, the job description, personal specification and instructions for application.

We look forward to receiving your application.



Dòmhnall Caimbeul
21/6/24

OUR WORLD



GAELIC FOR EVERYONE



WHEREVER YOU ARE

BBC ALBA ✨

Learn
Gaelic

Speak
Gaelic

FILMG ➔

OUR VALUES

CREATIVITY

We enable the creation of high-quality Gaelic content

AUDIENCE

We are informed and inspired by our audience

AMBITION

We strive for and deliver excellence

PARTNERSHIP

We achieve through collaboration

RESPECT

We listen; we encourage; we are fair



Director of Partnership & Development

Job Title	Director of Partnership & Development	Grade	F	Weekly Hours	37
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Location	Stornoway with frequent travel
Purpose	Build the sustainability of MG ALBA and of the Gaelic creative sector
Remuneration	Commensurate with experience
Accountable to	CEO
Working with	<p><u>Internally</u> – Director of Content, Senior Leadership Team, Corporate Affairs Manager, Board Members, leadership team across whole of MG ALBA team</p> <p><u>Externally</u> – decision-makers at funding stakeholders, peers at Ofcom, BBC Scotland, Creative Scotland, Highlands & Islands Enterprise, Skills Development Scotland, Local Authority (landlord), and others.</p>
Objectives	<p>Diversify funding sources:</p> <ul style="list-style-type: none"> • Create a pipeline of value-add collaborations • Drive clever use of MG ALBA funding in creative screen alliances • Secure project funding • Embed MG ALBA within wider initiatives <p>Strengthen MG ALBA for its digital media future:</p> <ul style="list-style-type: none"> • Build in-house capacity for deal-making and partnerships • Drive organisational change <p>Inspire colleagues, partners and stakeholders:</p> <ul style="list-style-type: none"> • Demonstrate personal values and behaviours • Articulate vision, determination and optimism • Draw potential partners through personal and professional skillsets
Key Results	<ol style="list-style-type: none"> 1. Increase in the pipeline of collaborative projects 2. Growth of 3rd party value and funding in screen and skills projects 3. Progress in organisational transformation, value-for-money and utilisation of funding as investment to create future returns 4. Stakeholder confidence in strategies for the Gaelic screen sector
Key Tasks (sample)	<ol style="list-style-type: none"> a. Identify and cultivate strategic alliances b. Work closely with the Director of Content to integrate revenue-generating components into creative project designs c. Explore innovative funding models and mechanisms d. Represent MG ALBA in commercial discussions when appropriate e. Work with internal teams in building and sustaining commercial content-related partnerships f. Develop business cases for funding for MG ALBA or collaborative projects g. Create a wider stakeholder intention to address sectoral challenges h. Liaise with business leaders and bidders to position MG ALBA within wider project funding initiatives

- i. Sponsor and, when necessary, drive the project management of MG ALBA's organisational transformation of culture and systems
- j. Provide guidance and training to staff on effective partnership development and project management
- k. Represent MG ALBA on the Joint Management Board of the BBC ALBA partnership.

Duration:

Permanent with 6 month's successful probationary period

Skills and Experience

	Essential	Desirable
Qualifications / Experience	<ul style="list-style-type: none"> • Proven track record of driving revenue through impactful collaborations • Business Management MBA / Degree or equivalent experience at SCQF Level 11 • Executive experience in partnership working & building commercial relationships 	<ul style="list-style-type: none"> • Previous experience in Media • Leadership of teams
Knowledge	<ul style="list-style-type: none"> • Financial sustainability • Business growth • Funding sources in Scotland 	<ul style="list-style-type: none"> • Creative Media • UK and international level funding opportunities • Innovation experience
Skills	<ul style="list-style-type: none"> • Strategic Thinker • Dynamic • Strong Communicator • Innovative • Proactive • Microsoft Teams 	<ul style="list-style-type: none"> • High level negotiation
Language requirement	<ul style="list-style-type: none"> • Gaelic learner committed to reach proficiency 	<ul style="list-style-type: none"> • Fluent Gaelic speaker
Behavioural	<ul style="list-style-type: none"> • Build relationships easily • Conscientious • Integrity • Reliability • Interpersonal skills • Naturally inquisitive & explorative 	<ul style="list-style-type: none"> • Socially aware

Advert

As our Director of Partnership & Development you will be a strategic thinker and growth innovator. Working closely with the CEO and other key stakeholders you will help secure the financial sustainability of MG ALBA through diversification of revenue, capacity building and stakeholder engagement.

You would be joining an organisation at the very forefront of Gaelic media provision, shaping and securing our future offerings.

About the role

- Develop and execute a comprehensive business growth and partnership strategy in collaboration with the CEO.
- Utilise financial modelling, competitive analysis, and innovative proposals to secure and grow sustainable revenue streams.
- Build organisational deal-making capacity.

To be successful in this role, you will possess extensive experience in senior business development. You don't need to be a specialist in creative media but you will bring a wealth of knowledge and insight finely attuned to the needs of our sector.

You will be a versatile person capable of navigating diverse challenges with ease. You will need exceptional communication and presentation skills, as well as high levels of financial acumen, so that you can forge enduring partnerships. And will be used to seamlessly managing budgets and using performance metrics to inform strategic decision-making.

Alongside an attractive salary, you'll also have access to range of benefits, which include:

- Contributory pension scheme – 10% Employer contributions, additional 5% if matched
- 31 days annual leave plus 6 days public holidays
- Gym membership opportunities
- Family-friendly & flexible working practices
- Cycle to Work Scheme
- Working for an employer who has been awarded Investors in People (Platinum), We Invest in Wellbeing (Gold) and Investors in Young People (Gold)
- Relocation assistance available, where criteria is met

Closing Date for applicants – **Friday 12th July 2024**, late applicants will not be accepted.

Interviews scheduled for -

- Week Commencing 22nd July 2024: Initial Online Interview
- Between 29th July & 9th August: Assessment Activities
- Week Commencing 19th August 2024: In-Person 2nd Stage Interview

Instructions for Application:

Please send your CV and covering letter to laura.rennie@mgalba.com explaining why you should be considered and your understanding of how you can successfully fulfil the position, providing a proven track record of experience in the key areas we require.

MÒRAN TAING!

