

ROLE TITLE	Agricultural Liaison Officer (ALO)
FUNCTION	Stakeholder Management
REPORTS TO	Land Coordinator
LOCATION	M6 Former Smart Motorways Compound
GRADE	Grade C
ROLE PURPOSE	<p>Responsible for the interface between BBV, its subplot teams and landowners, particularly within the agricultural community.</p> <p>As the ALO you will act as the primary point of contact for the landowners developing a positive relationship with them and acting as a channel for all contacts between BBV and the stakeholder. The needs of landowners will change during the life of the project and the ALO will need to anticipate and prepare for change in advance of it.</p> <p>The role will also provide, guidance and support on agricultural and land issues for the entire Stakeholder team, sublots and design teams.</p>
DIMENSIONS	<p>FINANCIAL: None</p> <p>ORGANISATIONAL: None</p>
INTERFACES	<p>INTERNAL:</p> <p>Design Teams, Interface Manager, Community Engagement Manager, Environment Manager, Construction Sub Lot Teams, Traffic Management Logistics Team, Planning Consents Manager, Environmental Consents Manager, Consents Assurance Manager, U&A, Land Access</p> <p>EXTERNAL:</p> <p>Agreed stakeholders, DJV, HS2, local authorities and statutory bodies,</p>

ACCOUNTABILITIES	<ul style="list-style-type: none"> • Manage the relationship between BBV and landowners in a specific geography. • Support the wider stakeholder engagement activity as part of the function and as an expert in a land and agriculture. • For each of the following stakeholders be the lead contact point in the relationship, noting that the stakeholders may vary over the life of the project. • For each stakeholder <ul style="list-style-type: none"> ○ Ensure that landowner needs and U&As are understood by both BBV, HS2 and the landowner. ○ Coordinating, facilitating and encouraging discussions and meetings between the landowner and BBV/DJV/HS2. ○ Facilitating ad-hoc meetings with the landowner as necessary. ○ Work closely within the land acquisition and transfer process • Demonstrate the BBV behaviours. • Ensure a relentless focus on Zero Harm
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EXPERIENCE/CRITERIA REQUIRED

The following qualities/experience are essential:

- Minimum 8 years relevant experience in land management, agriculture or land agency demonstrating a detailed understanding of land use, agricultural planning and operations, land ownership and rights.
- Excellent communication skills.
- Experience and extensive understanding of NFU and EA policies.
- Understanding of the construction environment and operations with appreciation of soil management, drainage and reinstatement.
- Experience of working with a major design consultancy and major contractor.
- Highly organised with good management and coordination skills.
- BBV behaviours, respecting equality and diversity.
- Working collaboratively in teams

The following qualities/experience are desirable:

- RICS accredited degree or equivalent.
- Large scale linear project experience (e.g. rail, highway or similar).
- Experience and confidence to constructively challenge to optimise design solutions which balance project requirements, risks and constraints
- Negotiation and issue resolution skills
- Membership of a relevant professional body

BEHAVIOURS

SAFETY

CARING FOR OUR WORKFORCE, OUR PASSENGERS, AND THE PUBLIC BY CREATING AN ENVIRONMENT WHERE NO ONE GETS HURT

DELIVER

- We take care of ourselves and others by making safety a consideration in everything we do.
- We look after our own and others well-being.
- We address every hazard whenever we notice them to minimise harm.
- We speak up and ask questions if we are unsure about any issues concerning health and safety.
- We learn from safety and well-being issues to make sure they are not repeated.

EXCEL

- We take care of each other, regardless of relationship.
- We seek opportunities to surpass current thinking on safety, health and wellbeing.
- We make safe decisions and choices as second nature.
- We recognise and praise good safety practice and talk positively about our experiences.
- We maintain the highest safety standards possible.

LEADERSHIP

USING INNOVATION AND CHALLENGING TO LEAD BY EXAMPLE

DELIVER

- We are committed to delivering excellence.
- We share best practices and innovative ideas with others so everyone can benefit.
- We learn from mistakes and apply lessons learned to avoid them happening again.
- We demonstrate self-awareness, recognise our own limitations and seek to address these.
- We maintain a results focus even in challenging situations and seek support from others when struggling.

EXCEL

- We foster an environment that encourages creativity and innovation, where existing assumptions can be challenged.
- We turn challenges into opportunities and apply creative thinking to address them.
- We act as coaches and mentors for others and support them wherever we can.
- We consider different methods and demonstrate willingness and flexibility to change plans as needed.

INTEGRITY

ACTING FAIRLY, TRANSPARENTLY, AND CONSISTENTLY

DELIVER

- We are committed to the goals and objectives of the project.
- We follow our policies and practices to maintain our high standards.
- We agree results and goals with stakeholders and work together to achieve them.
- We are honest and communicate openly.
- We are dependable and follow through on our commitments.
- We develop positive and productive relationships with all stakeholders.

EXCEL

- We create an environment where people feel free to raise issues and have them addressed without negative repercussions.
- We are clear on what we expect from each other.
- We take time to explain why we are making decisions in a certain way.
- We spot competing priorities and seek to reconcile them in a transparent way.
- We anticipate our stakeholders concerns and priorities and share information to keep them informed.
- We encourage everyone we work with to live up to our values.

RESPECT

UNDERSTANDING OTHERS, RECOGNISING THEIR VALUE AND BEHAVING ACCORDINGLY

DELIVER

- Where we affect people, we involve them as early as possible and seek their opinions.
- We listen to others. We invite, provide, and respect challenging views.
- We identify and address conflict in our teams before it becomes a problem.
- We treat people with empathy and compassion.
- We appreciate the strengths of others and support them to grow for everyone's benefit.
- We treat people with respect independent of their status or views of us.

EXCEL

- We explore different ways of working, asking 'why not?' instead of 'why?'.
- We help people to work together across different areas.
- We develop an inclusive working environment where everyone feels valued and involved.
- We ask for feedback and give constructive, evidence-based, and fair feedback to others.
- We treat people with empathy and compassion, fairness and dignity.

LAST UPDATE

July 2020