



Business Manager (Regenerative Rural Enterprise)

Lead and manage the next chapter of Comrie Croft's regenerative business story in support of the Croft's community of nature-based enterprises.

Are you a successful business manager with a deep commitment to positive impacts on community and nature? Comrie Croft is searching for the person to lead, coordinate and support our enterprise teams as they build quality and consistency and deliver bottom line results in terms of people, place and profit. The role was previously held by Comrie Croft's founder, who is now moving into a more strategic and developmental role.

Comrie Croft is an award-winning, community-based, net-zero business whose purpose is to enrich people's lives through connections with nature and to enable rural regeneration. To us, regeneration means not just being sustainable - limiting environmental harm - but actively reversing damage and achieving a balanced positive impact on our customers, staff and co-owners, community and environment. Our enterprises focus on rural eco-tourism and land use including an eco-lodge; eco weddings; eco camping and glamping; mountain biking; farm shop; regenerative farming and café enterprises. A new area currently being planned focuses on diverse learning experiences about practical regeneration for adults and children. The Croft is B-Corp certification pending, a gold level member of the Green Tourism Business Scheme, a Real Living Wage employer, a founder member of the Northwoods Rewilding Network and an active member of Scottish Agritourism.

Roles and Responsibilities

- Oversee, coordinate and support Comrie Croft's enterprise teams
- Lead the Eco Lodge enterprise team to enhance the guest experience, exceed expectations, and to increase occupancy/revenue
- Review and coordinate implementation of Comrie Croft's Business Plan
- Lead the Croft's people, including recruitment, people policies, training, career development reviews, and conflict resolution
- Innovate and manage change, particularly through the introduction of helpful systems, technology and processes
- Lead implementation of the Croft's Health and Safety policy and procedures
- Overall responsibility for Comrie Croft budgeting, income forecasting, expenditure supervision, and quality control
- Live-in site management including oversight of security, tidiness, health and safety and visitor happiness, including covering a share of out-of-hours duty management

Skills, Experience and Attributes

Essential

- Experience of successfully leading and managing a multi-product, people-centred business
- Demonstrable commitment to business success, including proactive problem solving and lateral thinking
- Friendly-organised, confident-humble, outgoing-listening, caring-tough
- Excellent communication and people management skills
- Broad understanding of fields relevant to the Croft. Possible areas include sales & marketing; land management, ecology and environmental management; community development; tourism/hospitality
- Purpose, values and enterprise driven, with good alignment between your own and Comrie Croft's values
- Able and willing to live onsite (Comrie Croft Farmhouse - heating inclusive – is provided)
- Valid driver's licence

Desirable

- Tourism and hospitality experience
- An MBA or university degree

Benefits and Working Conditions

- 40-hour, 5-day week
- 2-3 bedroom farmhouse inclusive of heating and broadband (approx. value £15k pa)
- Basic annual salary of £35k
- Profit-related bonus
- Crofter (staff) discounts on farm shop, bike shop and café purchases
- Bike to work scheme
- Company pension scheme
- 35 days annual paid holiday allowance
- The opportunity to become a shareholder in Comrie Croft
- Working with a fantastic, supportive and close-knit team

Application

To apply, please email your CV and a covering letter briefly outlining why you are enthusiastic about the job, your business management experience, and examples of when you have demonstrated some of the key attributes listed above. Email: newchapter@comriecroft.com

The closing date for applications is 17th April 2022. If you would like to chat informally about the role beforehand, please call Andrew (M: 07785 943102).