



Sustainable Construction & Maintenance Manager

A varied hands-on and managerial role for a multi-skilled problem solver who wants to make a positive community and environmental impact.

Comrie Croft is looking for an experienced team-player to develop, manage and execute the Croft's regenerative maintenance and building policies, programme and building projects, as the leader of a small team. The job involves organising work streams and undertaking some of the hands-on work to help make the Croft a leader in our field.

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 going beyond sustainability - limiting environmental harm - but actively reversing damage and having a balanced net-positive impact on our customers, staff, 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 a Gold certified member of the Green Tourism Business Scheme, a Real Living Wage employer and is pursuing B-Corp accreditation.

The successful candidate will lead the continued transformation of the Croft's buildings and infrastructure, to have net positive impacts on the environment and our community.

Purpose, Roles and Responsibilities

- Simple and effective systems for preventative and reactive maintenance and development projects
- Control maintenance and development project costs
- Reduce breakdowns, carbon emissions and per guest business operating costs
- Undertake small-scale maintenance
- Plan, budget and implement natural building and green renovation projects, together with local contractors, your team and volunteers
- In all that you do, communicate well and work as a team with Comrie Croft's leadership team as well as with the individual enterprise teams
- Organise contractors when necessary
- Source and look after tools and materials and ensure a tidy and organised works area
- Ensure the health and safety of your team and the public in relation to work carried out

Skills, Experience and Attributes

Essential

- Extensive building maintenance/management experience
- A range of practical skills to a high degree of competency, including some of the following: natural building techniques; joinery; plumbing; electrics; plasterwork; vehicle mechanics; and metalwork
- Friendly, cooperative with excellent communication and problem-solving skills
- The ability to lead and manage teams and projects
- Organisation, time management, prioritisation, and the ability to handle a complex, varied workload
- Physically fit
- Competent IT user
- Valid driver's licence
- A personal understanding of and commitment to addressing climate and nature breakdown
- Your personal values align with Comrie Croft's values

Desirable

- A demonstrated interest in low carbon building techniques and infrastructure

Benefits and Working Conditions

- 40-hour, 5-day week (shorter working weeks will be considered)
- Basic annual salary of £25-£32k depending on skills and experience
- Profit-share
- Crofter (staff) discounts on farm shop, bike shop and café purchases
- Free occasional overnight accommodation
- Bike to work scheme
- Company pension scheme
- 35 days annual paid holiday allowance
- Working with a fantastic, supportive and close-knit Comrie Croft team

Application

To apply please email your CV and a covering letter demonstrating why you are enthusiastic about the job, your managerial experience, and a list of your practical skills and competency levels for each. We would like to engage the right candidate as soon as possible so initially there is no closing date. Email: andrew@comriecroft.com.