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A modern approach to the past

ADVERTISING FEATURE

With heritage, housing and hydro responsibilities, New Lanark needs talented Trustees. By **Ken Mann**

LIVING totem to the industrial revolution – and internationally recognised visitor attraction – remarkably, perhaps, there is no sense of pastiche when visiting the World Heritage Site that is New Lanark.

The 18th century former cotton spinning mill village, located on the banks of the Falls of Clyde, could so easily have been a product of over active tourism planning; too perfectly restored, diluting the mind's eye grasp of the sounds, smells and activity that went before.

Instead, the patina of former intense mechanical output, and necessary human interaction (some 2,500 once worked here), is palpable to young and old.

If you haven't been, then it will be one of the first impressions to strike you if the current search for a Chair and two new Trustees of New Lanark Trust results in an invitation to interview, or even your appointment.

It is the legacy of David Dale, an enlightened employer and self-made businessman and, later, Robert Owen who was to become sole owner and an early innovator of what is now labelled process engineering.

Alright, yes. There are nods to modernity. For example, there are domestic dwellings with all mod cons on the site – and more coming. There is a hotel with 38 bedrooms. But the point here is that nothing of 21st century life impinges unduly upon rich historic reference. This is a genuine re-imagined community.

Scott McCauley is the Trust's Chief Executive. He explains: "Approximately 300,000 people visit the site annually across a range of activities. Around 70,000 people each year pay to experience the visitor attraction."

"However many more people visit for a walk, to visit the shop or for a meal in the café in Mill 3, or in a more intimate setting at the Mill Hotel. The hotel receives more than 30,000 guests annually across the main hotel, [eight] self-catering Waterhouses and [18 bed] hostel.

"New Lanark Trust has very clear responsibilities as owner of the UNESCO World Heritage Site. It is responsible for the conservation, management, interpretation and sustainable development of New Lanark."

"In addition to the Trust's central activities, we also manage parts of the site



RUN OF THE MILLS: New Trustees are likely to be bewitched by the scale of the UNESCO World Heritage Site at New Lanark.

through trading subsidiaries, including New Lanark Homes Limited (NLHL), which owns and administers 45 rented properties in the village for social housing.

"New Lanark Hotels Limited manages the activities of the Mill Hotel, self-catering Waterhouses and hostel. In addition there is a modern fitness and leisure club, with a pool, fully equipped gym, sauna and treatment rooms

"Then there is New Lanark Trading Limited, which manages the activities of the visitor attraction, café, retail

shop, production of woollen yarn [about 20 tonnes annually], New Lanark Ice Cream and the generation of hydro-electric power."

While the staff headcount falls short of the 19th century peak, 165 people are employed by the Trust and its subsidiaries in full and part-time roles. A further 70 are employed by private businesses.

"We are particularly proud that we are able to offer work to a number of people who also live in the village, which helps to create not only opportunities for people, but also a strong

sense of community," adds McCauley.

The demands of managing 92 Grade A listed structures are significant. With finite resources, the Trust must operate in what McCauley refers to as "entrepreneurial fashion". During the period of restoration of the site, New Lanark Trust benefitted from funding from Scottish Enterprise, Heritage Lottery Fund (HLF) and the European Regional Development Fund.

Currently, it receives a modest but welcome grant from Historic Environment Scotland

– supporting its educational role as well as its historic buildings maintenance programme.

"The Trust's current condition survey points to a buildings liability of some £22m, says the CEO. "All the surpluses from commercial activities are invested back into the Trust. But we do require support from external funders for tackling major capital and maintenance projects."

"The last main restoration project is taking place at Double Row, formerly millworkers' housing. This will result in the creation of seven townhouses

which will be sold in 'shell' condition to private owners.

"The eighth unit, known as the Museum Stair, is a scheduled monument.

"Its unmodernised interior, with many original fixtures and fittings, including layers of wallpaper dating back to the 1890s, is a unique representation of life in New Lanark. This house will be conserved and used for research as well as being digitally interpreted.

"That project is part of a wider scheme funded by HLF's Townscape Heritage programme and Historic Environment Scotland's Conservation Area Regeneration Scheme.

"The funds generated by the sale of the properties will be channelled into other restoration and maintenance projects which will run through to 2020."

McCauley talks of the Board needing to further develop and refine its forward strategy, which will cover the next five to 10 years. Implementing the strategy will require significant funding; Trustees will need to be able to contribute knowledge and experience to help raise funds.

"Central to the strategy is to develop world class experiences across the range of commercial activities we undertake. This is partly about improving our profitability so we can continue to invest more in New Lanark," he underlines.

A quiet gravitas, and integrity coupled to strong professional contacts, will be dimensions likely to find favour with the selection panel.

Scottish Living Wage Accreditation

the POVERTY ALLIANCE
WORKING TOGETHER TO COMBAT POVERTY

Post: Living Wage Accreditation Officer (1 year fixed term contract) (Ref: LWAO: MARCH17)

Salary: AP5, Point 31, £27,713 + 6% Pension

Working hours: Full time, 35 hours per week

Based: Dundee Council offices

The Poverty Alliance is looking to appoint a 1 year fixed term real Living Wage Accreditation Officer that will be based in Dundee Council offices. The successful candidate will play a crucial role in ensuring that more employers and workers benefit from the Living Wage in the North East of Scotland (focus in Dundee, Aberdeen and Aberdeenshire). The role will also entail contributing to the development and updating of materials relevant to the projects aims (case studies, web materials, articles, promotional resources, etc). This role will work remotely from the rest of the team that is based in Glasgow.

The successful candidate must have: excellent verbal and written communication skills; experience in engaging with employers, particularly in the private sector; a strong commitment to the struggle for social justice and a desire to tackle in-work poverty. We are looking for candidates who can start quickly.

Closing date: 12 noon, Monday 27 March 2017

Interview date: Wednesday 5 April 2017

Interview location: The Poverty Alliance offices in Glasgow (interview expenses will be paid)

Further details, including the job description and application form, can be downloaded from www.povertyalliance.org. Please return completed application forms, with reference number, to: **Recruitment, The Poverty Alliance, 162 Buchanan Street, Glasgow, G1 2LL** Or by email to poa.mchugh@povertyalliance.org

All emailed applications will be acknowledged.

The Poverty Alliance aims to be an equal opportunities employer. We welcome applications from any person who can demonstrate that they meet the requirements for the post. The Alliance's office is currently situated in an unmodernised Victorian close and is inaccessible to any person with severe mobility difficulties. The Scottish Living Wage Accreditation Initiative is financially supported by the Scottish Government.

Scottish Charity: SCO19926

Argyll and Bute Council

Leisure and Libraries Charitable Trust – Independent Board Members

Argyll and Bute Council is currently progressing the establishment of a Charitable Trust, whose purpose will be to improve the health and wellbeing of our communities by developing and promoting library, sport and leisure services.

The Trust will deliver these services on behalf of Argyll and Bute Council and aim to be acknowledged and respected as the leading organisation in its field. Its ambition will be to grow the business in a sustainable way, providing high quality services that the public value and trust.

The main business of the Trust will be to deliver a Service Delivery Contract for the Council across the Company's main areas of work:

- Libraries
- Archives
- Museum
- Leisure Facilities
- Halls
- Community Centres
- Active Schools
- Sport Development
- Community Lets

The Council is seeking to recruit 3 Independent Board Members to assist with creating and developing the new charitable company and to provide strategic direction and governance along with expert advice and support to its management team.

The Council would welcome applications from individuals with:

- A successful track record in business or community management
- Experience of working as part of a Board or Senior Management Team of a charity or large organisation
- Knowledge of and interest in libraries, sport and/or leisure sector
- Relevant business skills that could contribute to the development of the company including financial, legal, property, marketing, and ICT.

Positions will be unpaid but reasonable expenses will be available.

For an application form please contact Diane McMillan on 01546 604232 or e-mail LTrust@argyll-bute.gov.uk

The closing date for submissions is 5pm on 24th March 2017.

Interviews will take place towards the end of April 2017.

For an informal chat regarding the Trust please contact Donald MacVicar, Head of Community and Culture on 01546 604364.

Please note that this appointment is not open to employees of Argyll and Bute Council.

Argyll and Bute COUNCIL

Chair & Trustees aspennpeople.co.uk/newlanark

New Lanark is a World Heritage Site - an authentic and enduring historic community which preserves and celebrates social and economic values that remain of global contemporary relevance.

New Lanark Trust, an independent charity, is responsible for the restoration and regeneration of the village and for pursuing a sustainable management strategy to safeguard its future.

We wish to appoint a Chair & Trustees, who are inspired by New Lanark's unique heritage, as well as demonstrating broad experience of corporate governance, sound business understanding and the ability to think strategically.

For more information, visit www.aspenpeople.co.uk/newlanark or call Catriona Mackie on 0141 212 7555 for a confidential discussion.

New Lanark Trust (Registered Charity SC008552)

Closing date: Tuesday 18th April 2017 GREAT PEOPLE • GREAT PARTNERS

George Heriot's School
Founded 1628

The Governors and Principal of our highly successful school seek to appoint a new Head of Senior School following the retirement of Mr Robert Dickson, after 27 years of excellent service to the School.

Based in a spectacular location in the heart of Edinburgh City Centre, for 350 years George Heriot's School has served as one of Scotland's most distinguished schools and charities. Today, it flourishes as an independent co-educational day school providing for children aged between 3 and 18 years old whilst sustaining its charitable purpose.

Applications are invited from appropriately qualified candidates with proven experience and leadership skills either at Senior School Depute or Head level. Reporting to the Principal, the successful candidate will have the personal qualities to motivate and lead the school so that the academic, pastoral and social needs of the pupils, parents and staff are met whilst maintaining the School's ethos.

Further information about the position, including an Appointment Brief and details of how to apply are available on the Jobs and Opportunities Section of the School's Website, www.george-heriots.com or by contacting the HR Department by telephone on 0131 229 7263.

Closing Date for Applications is Noon on Friday 17th March 2017

George Heriot's School is governed by George Heriot's Trust a charity registered in Scotland. No SC011463

Every Friday
CAREERS BY APPOINTMENTS ONLY

APPOINTMENTS
We've been in business over 300 years. It's the power of new ideas that keeps us going.

www.southlanarkshire.gov.uk

WEST COLLEGE SCOTLAND

Director of Student Services and Communities
Salary: £66,963 per annum
Ref: WCSR0000133

West College Scotland is the largest Regional College in Scotland with a turnover of over £65m, 30,000 students and 1200 staff. We serve the 1.2 million people of the West Region, through our main campuses in Paisley, Greenock and Clydebank and in many other local communities.

The College is seeking to appoint an experienced senior manager with a proven track record in delivering the highest standards of student support, whilst at the same time managing a dynamic change process which builds on best practice across education services, to meet the expectations of students, staff and other stakeholders.

As a member of the College Senior Management Team, you will be responsible for providing effective leadership for Student Services and Communities. This includes the responsibility for safeguarding and the co-ordination and further development of schools provision, community learning, student guidance and student support services across the College.

You should be qualified to degree level with excellent communication, leadership and influencing skills. You should have broad leadership experience, including significant partnership working, be customer focused and have a sound understanding of the College educational context.

Any offer of employment will be subject to receiving a satisfactory Scheme Record through the Protection of Vulnerable Groups Scheme.

Vacancies can be seen at
www.westcollegescotland.ac.uk/vacancies
If you need assistance you can contact us by calling 01475 553024 or email recruitment@wcs.ac.uk
Closing date for all completed applications: **Friday 17 March 2017**

West College Scotland is an equal opportunities employer.
The Board of Management of West College Scotland is a Scottish Charity. Charity Number SC021185.

SOUTH LANARKSHIRE COUNCIL **myjobscotland**

Social Worker
Various locations across South Lanarkshire
Salary: Student newly qualified £30,585
Qualified £31,972 - £34,965
Ref: Children and Justice SLA02700
Ref: Adult and Older People's SLA02699

We are an ambitious forward thinking Council with a firm commitment to tackling social inequalities by working alongside the residents and communities in South Lanarkshire to ensure we provide fair and equitable services, whilst protecting the most vulnerable who need our support. We are working with our partners from statutory and third sector organisations to develop high quality, innovative and sector leading services.

We are recruiting Social Workers to work in various locations across South Lanarkshire to contribute and be a part of these exciting and challenging times. We have various positions available within our Children and Justice Services and Adult and Older People Services.

You will be committed, motivated, enthusiastic and knowledgeable with a commitment to ongoing learning.

We will offer you support, ongoing learning and development, the opportunity to be creative and be involved in changing and transforming how we deliver services and excellent career progression opportunities.

Together we will make a difference to the people in South Lanarkshire and ensure the health and wellbeing of all.

Closing date: Friday 24 March 2017.

For further information and to apply please visit www.myjobscotland.gov.uk or telephone 01698 454650.

www.southlanarkshire.gov.uk **INVESTORS IN PEOPLE**

The Herald
Classified Notepad

Use this handy space to jot down any useful numbers when browsing through the advertisements