

## Director of Strategy and Performance

### The Opportunity

At Scottish Enterprise, our purpose is to support businesses to innovate and scale to transform the economy.

The next five to ten years will be a defining time for our economy. In the face of global opportunities and challenges, and constrained public finances, it's more important than ever that we focus on where we can make the biggest impact in delivering the ambition set out in the National Strategy for Economic Transformation (NSET). Scottish Enterprise must be laser-focused on the high growth opportunities where Scotland's companies are best placed to compete internationally, as well as strengthening our underlying performance in important areas critical to driving our future competitiveness.

Our commitment to the principles of net zero and fair work is unchanged and underpins everything we do. To leverage the transformational opportunities facing Scotland we will prioritise three missions:

- Developing an internationally competitive energy transition industry in Scotland that benefits the wider economy.
- Scaling the impact of Scotland's innovation strengths into high growth industries of the future.
- Driving up levels of capital investment to deliver a step-change in Scotland's productivity performance, leading to more jobs with higher value.

And to deliver, Scottish Enterprise needs to change. We are refocusing our leadership, our people, our support to companies and our international networks to ensure we are fully focused on these transformational opportunities that can deliver a more successful, greener and fairer Scotland.

The dynamics around economic development are rapidly evolving, and the most crucial levers for economic development can also be the most challenging to harness. New technologies and business models are shifting economic growth to new sectors. Rising levels of inequality and increasing competition for foreign investment are adding complexity—and urgency—to achieving sustainable economic growth and well-being.

### The Role

This is a critical time for Scotland's economy as we focus on the economic opportunities that will drive change and longer-term transformation [[Our ambition | Scottish Enterprise \(scottish-enterprise.com\)](#)]

The Director of Strategy and Performance has a major role at the heart of this activity. You will direct our strategy, lead strategic engagement and the measurement of our performance and ambitions as they are fulfilled. The role requires someone ambitious for Scottish Enterprise – who is passionate about our purpose, and ready to drive us forward. You will be a powerful communicator and able to deliver the highest levels of our work but equally comfortable rolling up your sleeves and digging into granular detail to ensure a positive outcome.

## **Accountabilities:**

**Leadership role within the organisation:** You will provide direct leadership to our Strategy, Networks, and Insights team, developing and building capacity and ensuring that activities support our transformation journey. You will provide strategic leadership across SE to grow a coherent vision for SE activity, bringing together work across our mission delivery teams, operational capability areas and enabling services. You will work to strengthen our capability and expertise in driving forward our strategic ambition.

**Strategy Development Aligned to our Priorities:** You will ensure high level support to the CEO, and our senior management team, in the development of our strategic agenda. You will create and curate our organisation's economic growth strategy and support translation into operational delivery plans. You will deliver scenario planning, case studies and modelling capabilities and utilise our research and insights to strengthen the strategy.

**Strategy Engagement and Implementation:** You will articulate SE strategy in a clear and compelling strategic narrative to key stakeholders tailoring messages depending on audience. You will create and curate a governance structure and implementation plan to improve SE-wide effectiveness in reaching our strategic objectives, including the evolution of our Performance Management Framework to reflect and capture the outcomes delivered via our Missions focus.

**Relationship Management:** You will work across and liaise with a wide range of public and private sector organisations at the Scottish, United Kingdom, and international levels. This will include engagement with the Scottish Government, key public sector bodies (e.g., Highlands & Islands Enterprise, South of Scotland Enterprise, Skills Development Scotland, Scottish Funding Council and Scottish National Investment Bank) and private sector organisations (Scottish Chambers of Commerce, Entrepreneurial Scotland, Scottish Financial Enterprise) to convene a collaborative effort.

You will also advise policymakers, utilising facts and business insights that are developed from our interventions and engagement with the business base, and wider partners.

**Continuous Improvement:** You will lead and drive activities around how Scottish Enterprise priorities are contributing and driving transformation in Scotland's economy and wider economic, social and environmental objectives, and continue to build ways to measure our impact.

## **Skills and Experience:**

What we're looking for in you:

- Educated to SCQF Level 11 or equivalent relevant professional experience.
- Experience operating at senior levels with political leadership, Scottish Government, business and key enterprise stakeholders including other public bodies.
- Understanding of Scottish Government policy development and the role of government / other public sector stakeholders in economic development
- A well-developed network of contacts with government, business organisations, and agencies in the sphere of economic development together with direct policy experience of effective multi-faceted partnerships.
- High level of economic literacy and an appreciation of political structures, economic theory and practice, and social structures on a national and international level.

- Demonstrable vision and leadership credibility– ability to define and develop strategy, manage risk and work across SE to translate the strategy into effective operational plans.
- Transformational leadership and management skills, focused on the continuous improvement of service delivery and the development of high performing teams.
- Ability to empower and influence others, working collaboratively across organisational boundaries to maximise opportunities.
- Ability to lead teams in sensitive and high-pressure environments.
- Collaborative role model, outstanding communication and interpersonal skills
- High level of economic literacy that has been applied to key public interventions.