

Building & Facilities Manager

Post	Building & Facilities Manager (Interim)
Salary	£45k - £48k
Responsible to	Head of Health & Safety

Primary Job Purpose

Reporting to the Head of Health and Safety, the Interim Building and Facilities Manager will lead the operational delivery of Building and Facilities Management services across a Scotland wide estate. The purpose of the role is to deliver consistency and local responsiveness, ensuring that diverse care environments are supported by clear standards, strong governance and high-quality service delivery.

The focus of the interim period will be on stabilising and modernising buildings and facilities management operations, reviewing and strengthening service delivery models, and developing a clear roadmap for a future operating model capable of supporting a complex estate and new partnership arrangements.

Working closely with heads of department, managers and central services colleagues, you will ensure that our work environments actively support a high-quality care experience and collaborative activity with external stakeholders. You will play a key role in ensuring the Enable estate is adaptable, compliant and resilient across different regulatory contexts and operating environments.

Main Duties and Responsibilities

- Lead the operational delivery of building and facilities management services across the Scotland Enable estate.
- Develop and implement a business improvement plan to modernise services, systems and operating models in line with best practice.
- Establish clear, consistent standards for facilities operations, compliance and service performance across diverse operational settings.
- Strengthen statutory compliance, health and safety performance and risk management across the estate, taking account of differing regulatory requirements.
- Provide leadership across maintenance, works management, compliance, facilities, landscape and environmental services.
- Manage operational budgets and ensure value for money across in-house provision, contractors and partnership arrangements.
- Work closely with operations managers to embed sustainability and Net Zero principles across Enable's facility management activities.
- Build effective relationships with operational colleagues, central services, local managers and external partners.

Person Specification

Essential

- Significant experience in estates or facilities management within a large, complex organisation.
- In-depth knowledge of health and safety legislation, statutory compliance and estate operations.
- Strong financial and commercial acumen, including experience managing budgets and complex supplier and contract arrangements.
- The ability to manage and develop a support team within a large, complex organisation.
- Excellent communication and stakeholder engagement skills, acting with credibility and confidence when working with external partners.
- A clear commitment to service excellence, sustainability and enabling quality service delivery.

Desirable

- You will be an experienced Estates or Facilities professional ideally with an understanding of the health and social care or charity sector and the challenges of operating across multi-sites and partnership models.
- A proven track record of leading service transformation and operational improvement, ideally within a health and social care or charity sector context.
- Degree-level education in a relevant discipline and membership of a professional body (e.g. IWFM, NEBOSH, RICS or equivalent).