Job Advert - Policy Manager for Rural Business

Location: Head Office, Ingliston	**Closing Date:** 7 November 2026
Organisation: NFU Scotland	**E-mail address:** recruitment@nfus.org.uk

Representing more than 9,000 farmers, crofters, growers and rural businesses across Scotland, **NFU Scotland** is the leading voice for Scottish agriculture. We work to promote and protect the interests of our members by influencing government, industry and the wider supply chain to help secure a profitable, sustainable and resilient future for Scottish farming and rural businesses.

We are looking for

This is an exciting opportunity for someone who is passionate about rural affairs, public policy and making a real difference for Scotland's farming and rural business communities. As our **Policy Manager for Rural Business**, you will lead on a broad range of issues that impact rural businesses, including:

- Land reform
- Planning policy
- Rural infrastructure
- Access issues
- Agricultural holdings and tenancy matters
- Wider rural business policy development

You will play a key role in developing NFU Scotland policy positions, influencing decision-makers, engaging with members and representing the organisation with government, industry bodies and stakeholders across Scotland

👉 What you'll do

- Develop and maintain expert knowledge of rural business issues affecting NFU Scotland members.
- Monitor and analyse policy developments from government, agencies and industry organisations.
- Develop NFU Scotland policy positions in collaboration with members, office holders and colleagues.
- Prepare consultation responses, reports, briefings and policy papers.
- Represent NFU Scotland in discussions, negotiations and stakeholder meetings.
- Build and maintain strong working relationships with government officials, industry bodies and partner organisations.
- Support and advise NFU Scotland members on policy matters.
- Organise and provide support for committees and working groups, including direct responsibility for the Legal & Technical Committee and Tenants Working Group.
- Support wider policy work across the organisation as required

👉 What you'll bring

We're interested in hearing from people who can combine strong policy skills with excellent relationship-building abilities.

You'll likely have:

- A degree in a relevant subject or equivalent professional experience.
- At least 5 years' experience working in policy development, public affairs, rural affairs, agriculture or a related sector.

- Excellent written and verbal communication skills.
- Strong analytical and research skills.

- The ability to build credibility and influence a wide range of stakeholders.
- Good organisational skills and the ability to manage multiple priorities.
- An interest in Scottish agriculture, rural businesses and public policy.

Knowledge of parliamentary processes, government policy-making and rural or agricultural issues would be advantageous, but we're equally keen to hear from candidates who can demonstrate transferable skills and a willingness to learn.

👉 Why Join Us?

This is a fantastic opportunity to:

- Help shape policies that directly affect Scotland's rural businesses.
- Work at the heart of agricultural and rural policy development.
- Build relationships with government, industry leaders and stakeholders.
- Represent the interests of farmers, crofters and rural businesses across Scotland.
- Join a supportive and highly respected team.
- Develop your career within a leading membership organisation.

👉 What are we offering?

We're committed to fostering an inclusive and diverse, highly talented workforce. We'll support you by providing you with learning and development opportunities and building a career that balances your professional ambitions with your personal commitments.

- Competitive salary of **£36,301 - £48,000** depending on experience.
- Full-time permanent contract (35 hours per week).

- Hybrid working.
- Generous **38-day annual leave entitlement**.

- Employee Assistance Programme (EAP).
- Life Assurance (three times annual salary).
- 10% employer pension contribution.
- Free on-site parking.
- NFU Scotland membership, including access to a range of discounts

👉 Location

You'll be based at NFU Scotland Head Office, Ingliston, near Edinburgh Airport, with travel across Scotland and occasionally elsewhere in the UK. A full, current driving licence is essential for this role, due to the rural location of some events/meetings.

👉 How to Apply

We encourage you to apply as soon as possible with your **CV and cover letter to recruitment@nfus.org.uk**. If we decide we've found the right person for the role, we reserve the right to withdraw this vacancy and close applications before **Friday, 7 November 2026.** We are committed to fostering an inclusive and diverse workplace. We celebrate individuals from all backgrounds, cultures, and identities.