



October 2023

Managing Director

Lawrie & Symington

Contact:
Nigel Fortnum, Katharine Price or Danielle Cairney
on 0141 212 7555



LAWRIE & SYMINGTON

Managing Director Recruitment Pack

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Welcome



When it comes to trading livestock in Scotland, it's fair to say Lawrie and Symington is something of an institution.

For almost 150 years, weekly stock auctions in Lanark have been a fixture in the agricultural calendar. Our international reputation for pedigree Blackface and Texel ram sales positions Lawrie and Symington as a market leader.

While the core activity centres around livestock, at Lawrie and Symington we additionally manage machinery and implement sales, run a significant property services division and operate a well-stocked country store.

Our iconic market building is the final piece of our service offering – a versatile and adaptable space presenting a terrific venue for weddings, conferences and a whole host of events.

Today we have an exciting opportunity for someone to play a key role in the creation of our business plan working with the Board of Directors, management team and stakeholders. We need an experienced individual, who can critically analyse our business, identify opportunities to capitalise on our tremendous strengths and critically, have the capability to lead and implement business and operational improvements – delivering results for Lawrie and Symington.

Thank you for your interest in this role and the opportunity to develop an agricultural institution into a vibrant, 21st century organisation.

Gordon Renwick
Chairman, Lawrie and Symington

About Lawrie & Symington

The Firm of Lawrie & Symington was constituted in January 1862.

In September 1867 Mr Lawrie, who had been in business locally as an Auctioneer, and his nephew Mr Symington, first held a livestock auction in Lanark. In 1876, Symington started a weekly sale of stock on a Monday and these sales have continued ever since.

Over the last 150 years, Lawrie & Symington has developed to become a major marketing force with throughput from its livestock activities approaching £50m.

The company's main activity is the marketing of prime, store and pedigree livestock through live auctions from its centre at Lanark, which is internationally renowned for its sales of Blackface and Texel rams along with tractors, balers and other general farm implements.

Property services include sales of farms, estates, rural and urban properties, valuations, land measurement and arbitration with additional services embracing farm management and sales of agricultural entitlements.

We also operate a well stocked country store which carries various lines of animal feeds and health products in addition to agricultural and retail goods specifically catering for your business needs or chosen pastime.

Finally, our Lanark centre has a variety of versatile and adaptable areas which are perfect for hosting a wide range of events. From seminars and training days to weddings and black tie dinners.



Job Description

Job title: Managing Director

Location: Lanark

Salary: Excellent Salary and Benefits Package, commensurate with experience

Benefits: Car Allowance, Performance Related Bonus, Private Health Care, Life Insurance

Contract type: Permanent, full-time

About Lawrie and Symington:

Lawrie and Symington are one of Scotland's leading livestock auctioneers and valuers, with a history dating back to 1862. The company operates from Lanark, offering a range of services including livestock marketing, property sales, farming, commercial property and retail. Lawrie and Symington have a strong reputation for quality, integrity, and innovation.

About the role:

The Managing Director will be responsible for the strategic direction and operational performance of the company, ensuring that it continues to deliver excellent service to its customers and stakeholders. The Managing Director will also be the face of the company, representing it at industry events and building relationships with key partners. The Managing Director will lead a team of dedicated and professional staff, fostering a culture of collaboration, excellence, and continuous improvement.

Key responsibilities:

- Develop and implement a clear vision and strategy for the future of the company, in line with the board's objectives and the market trends
- Manage the financial performance of the company, ensuring that it meets its budgetary targets and maximises its profitability
- Oversee the day-to-day operations of the company, ensuring that it complies with all relevant regulations and standards
- Lead, motivate, and develop the staff team, ensuring that they have the skills, resources, and support to deliver their roles effectively

- Promote the brand and values of the company, both internally and externally, enhancing its reputation and profile in the industry
- Establish and maintain strong relationships with customers, suppliers, partners, regulators, and other stakeholders, ensuring that their needs and expectations are met
- Identify and pursue new opportunities for growth and diversification, including new markets, products, services, or partnerships
- Monitor and evaluate the performance of the company against its goals and objectives, reporting to the board on a regular basis
- Keep abreast of the developments and changes in the agricultural sector, ensuring that the company adapts to them accordingly

Key skills and experience:

- A proven track record of senior leadership in a relevant sector, such as agriculture, rural affairs, or auctioneering
- A strong understanding of the challenges and opportunities facing the rural industry in Scotland and beyond
- A strategic mindset and the ability to develop and implement a clear vision for the future of the company
- Excellent communication and interpersonal skills, with the ability to engage with a diverse range of audiences, comfortable being able to join the leadership team and immediately add value.
- Demonstrated success driving change – past experience in business development and growth.
- A commitment to the values and ethos of Lawrie and Symington, as well as the wider rural community
- A degree or equivalent qualification in a relevant field (desirable but not essential)

Process and how to apply

Enquiries

For a confidential discussion about the post please contact Nigel Fortnum, Katharine Price or Danielle Cairney on 0141 212 7555.

Application

To apply please provide a **CV and supporting letter (combined in one document)** and [CLICK HERE](#) to upload this detail.

Applicants will be shortlisted for interview by matching the detail given in their CV and supporting letter against the Job Description and Person Specification. We would therefore ask applicants to provide clear evidence to show how your experience, skills and knowledge match those requirements, as well as detailing why you are interested in the role.

We would be grateful if you could include the following information:

- Current salary / package
- Current notice period
- Details of two referees (they will not be contacted without prior consent)

Applications will receive an automatic acknowledgement. For any process queries please contact Katy Gall on 0141 212 7555.

Dates

Advert close – Friday 27th October
First interviews – Tuesday 14th November
Second interviews – Tuesday 21st November

Contact

Nigel Fortnum, Katharine Price or Danielle Cairney
on 0141 212 7555