



*Kidney Island | © Vicki Jackson*

Candidate brief for the position of

# Director of Development & Commercial Services



Falkland Islands Government

March 2026



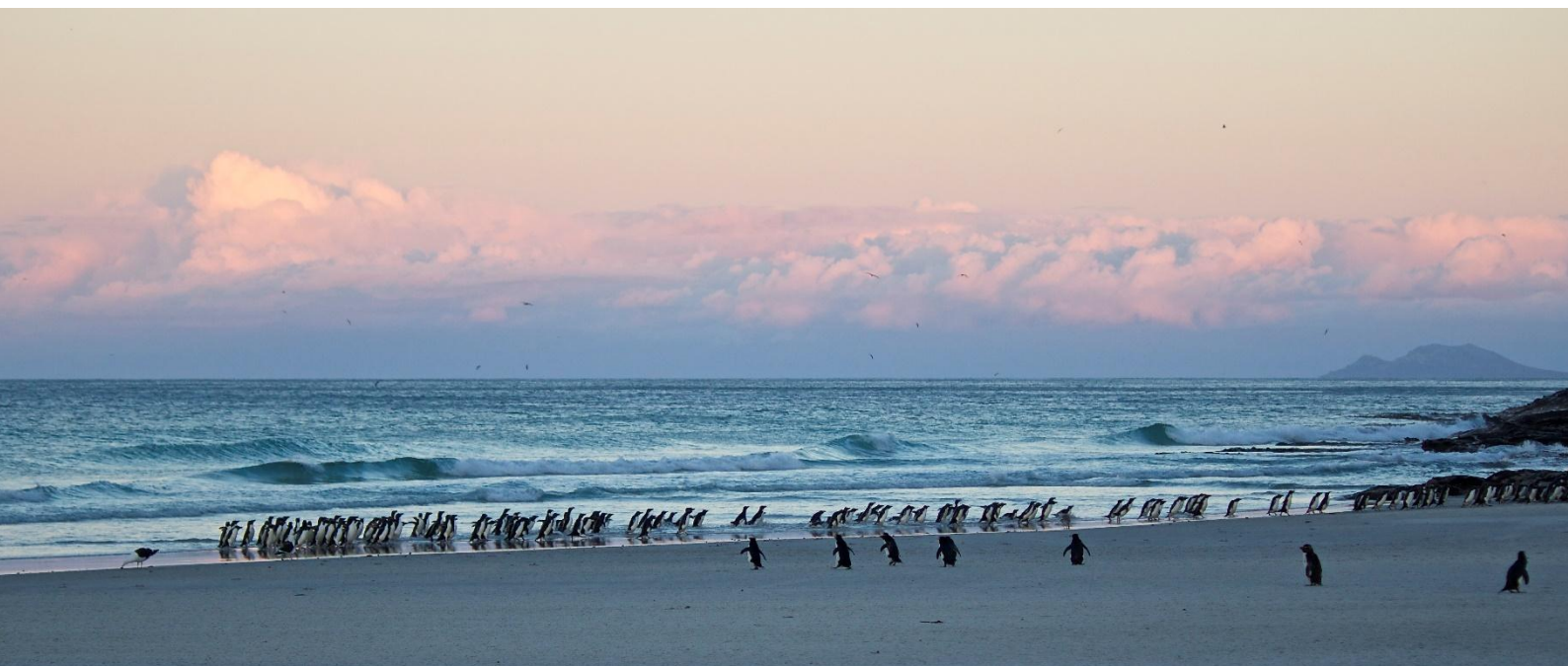
**Diverse • Professional • Resilient • Resourceful**

Dear Candidate,

Thank you for your interest in applying for the Director of Development & Commercial Services post within the Falkland Islands Government. This truly is an exciting opportunity in an unparalleled location. Development & Commercial Services (DCS) delivers a broad range of services both within the Falkland Islands Government (FIG) and directly to the public. This role offers an unrivalled opportunity to lead on the delivery of major programmes, services and projects under the National Infrastructure Plan, to lead on delivering commercial excellence through the planning, development and management of commercial strategies for FIG as well as providing expert advice for the development and implementation of business unit strategies.

The Islands are around the size of Northern Ireland and are set in an area of outstanding natural beauty in the South Atlantic. This is a small but thriving society with a way of life very similar to that in the UK. There are also great local services, full employment and an ever-growing economy. For those with a sense of adventure, the islands provide opportunities which are hard to match elsewhere in the world. Similarly, the islands are an excellent retreat, with unspoiled landscapes, an abundance of wildlife and a vibrant community lifestyle. By taking time to understand and appreciate the Islands' special culture and heritage, you can be assured of a once in a lifetime experience in this role.

We hope this candidate brief gives you an insight into what the role looks like, and whether it is the right role for you. To appreciate the nature, remit and responsibilities of this role, it helps to understand the context in which it operates. To do this, this candidate brief will outline more about the Development & Commercial Services Directorate and the Falkland Islands Government. Information on life in the Falklands and what it's like to live here is available at our [Think Falklands website](#). If you believe your drive and ambition matches our desire to deliver first class public services, then we certainly want to hear from you.





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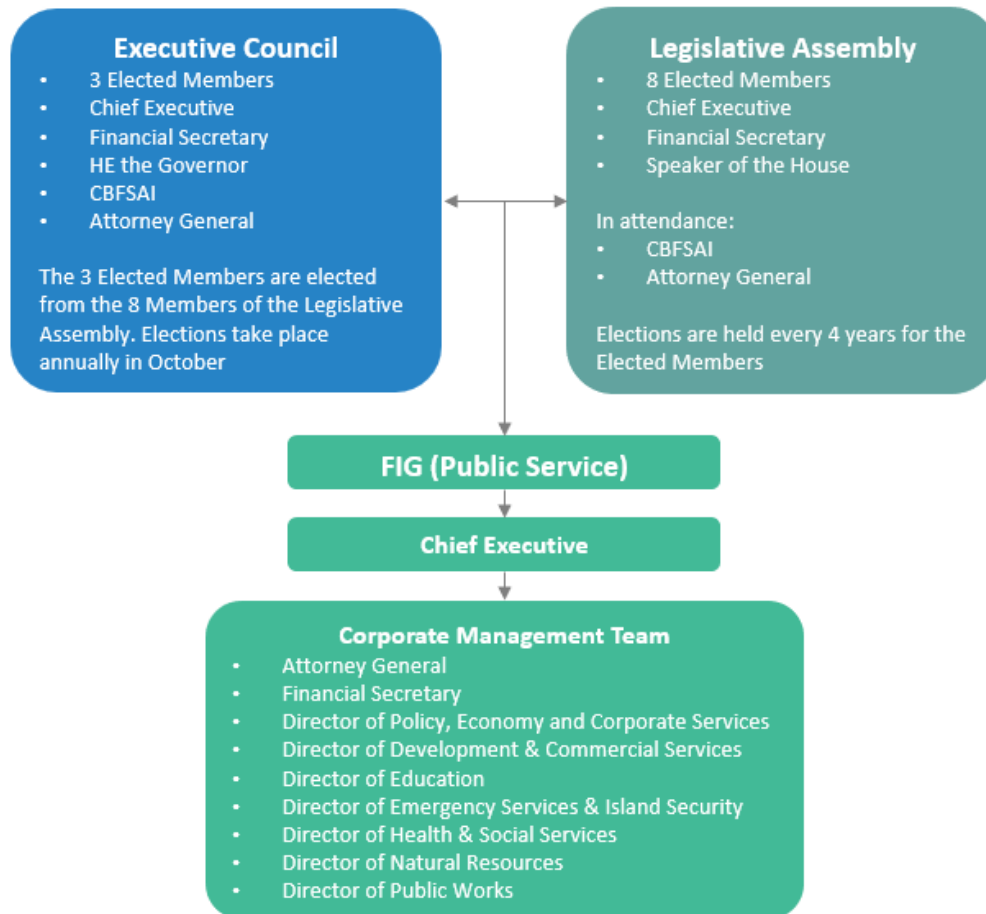
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## About the Falkland Islands Government (FIG)

The Falkland Islands are a British Overseas Territory where executive authority remains vested in His Majesty the King. This authority is exercised by HM’s Governor on his behalf. The Governor is advised by an Executive Council, comprising three elected Members of the Legislature, the Chief Executive and the Financial Secretary. The structure of government is as follows.



### The Legislative Assembly

The passage of legislation, votes for expenditure and the annual budget (including taxation levels) are resolved by the [Legislative Assembly](#). The Legislative Assembly comprises eight elected Members (three from Camp and five from Stanley), the Chief Executive and Financial Secretary. The Commander British Forces and Attorney General attend Legislative Assembly and are permitted to speak at it in matters related to their roles.



Celebrating 250 years of being British | © Zuvic



The City of Stanley | © FIG

The Assembly is presided over by a Speaker, who is elected by the Members of the Assembly. It meets monthly, and its proceedings follow a UK Parliamentary model, except that the Chief Executive and Financial Secretary do not vote on legislation. All eight elected Members are independents, and each has a portfolio of service, which cover a wide array of diverse activities generally aligned with the functions of each FIG directorate and other government-funded entities such as the Falkland Islands Development Corporation.



There is a wider network of around 20 committees, each of which generally includes at least two elected Members and a mix of civil servants and lay members. The Standing Finance Committee, for example, considers and monitors the budget and includes all eight Members. Committees now meet in public. The intention is to speed up decision-making processes and strengthen transparency, accountability and scrutiny.

### Executive Council

This forum is the policy-making body of the Falkland Islands Government and is also attended by the Attorney General and the Commander British Forces South Atlantic. Executive Council follows a UK Cabinet model, with meetings that are held in private (usually monthly).

### The Islands Plan

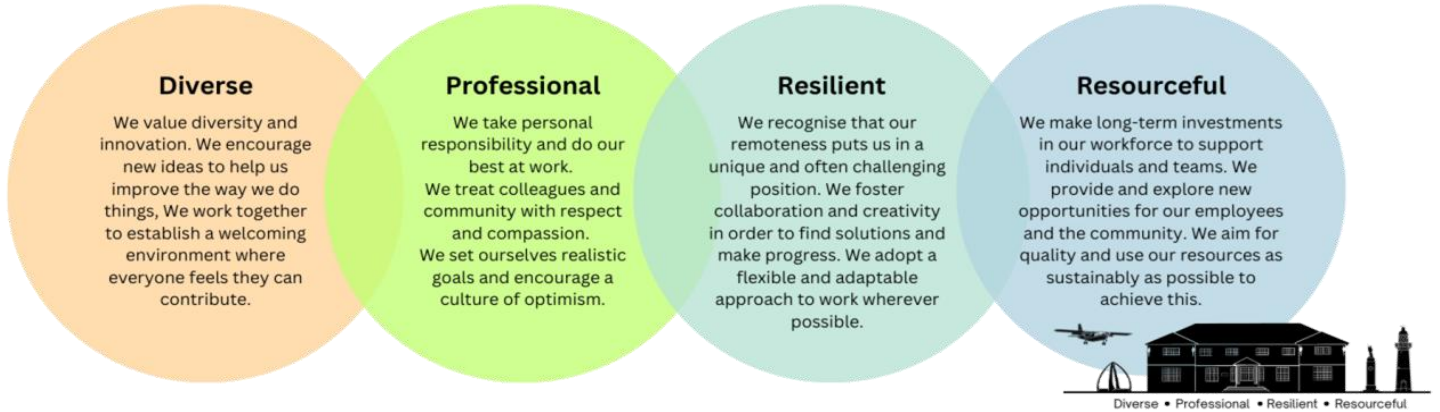
The Falkland Islands Government's key strategic priorities are set out in the 'Islands Plan'. The Plan encapsulates the high-level aspirations agreed by the eight elected Members as being key to progressing the sustainable, economic, social and political development of the Falkland Islands. A new plan is produced after each election, representing the agreed ambitions of the newly elected Members. Our most recent election was on 11 December and the new Islands Plan is currently under development.

### The Public Service

[Falkland Islands Government](#) departments mirror the entire range of UK civil service departments and services provided by local government and the private sector elsewhere. The business of government itself is delivered by around 850 employees, over 20% of which come from overseas.

## Our Vision and Values

“In the public service we work together to deliver reliable and effective services for the Falkland Islands, enabling our community, environment and economy to flourish.”



## The Development & Commercial Services Directorate

Development & Commercial Services (DCS) delivers a broad range of services both within the Falkland Islands Government and directly to the public. Within FIG the Directorate provides responsive, professional support on all matters relating to Procurement, Contract Management and Project Management, and leads on the development of strategies and policy in all of these areas to help deliver improvements in operational effectiveness, and efficiency in the delivery of public services that contribute towards economic development.

The Directorate manages several key services delivered by FIG, including:

- Aviation Services (FIGAS)
- Planning & Building Services
- Court Administration
- Stanley Leisure Centre
- Government House
- TV, Radio & Telecommunications

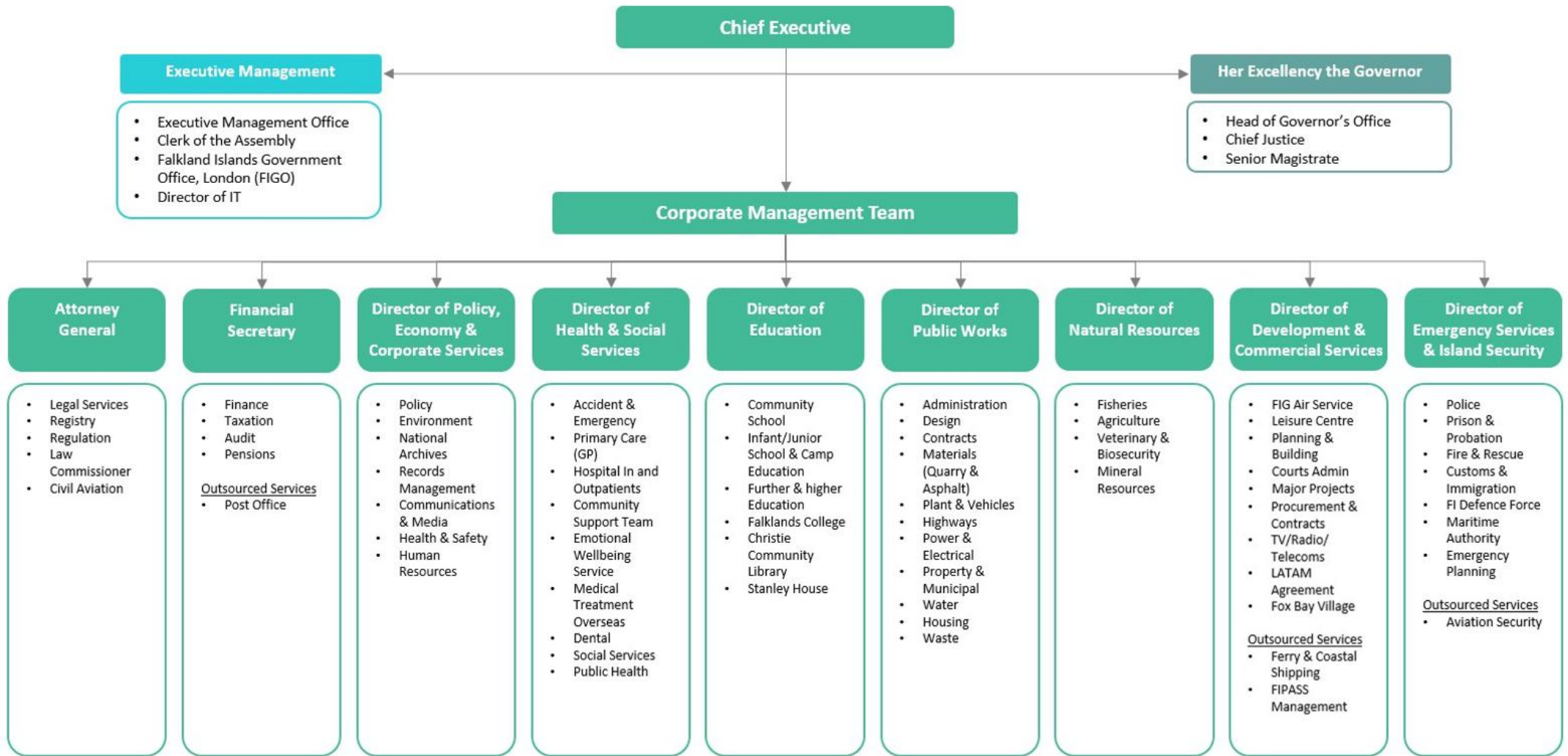
The development of ‘Place’ across the Falkland Islands is a key driver – ensuring that the activities of Planning, Development, Regeneration, Corporate Programmes and Procurement operate in a coordinated manner to efficiently and effectively enable the achievement of the Government’s priorities.

The Directorate also provides strategic management to contracted and outsourced services, including the Port operator, the Ferry and Coastal Shipping service, horticultural supplies and services, radio and TV infrastructure and broadcasting services, and meteorological information services.

## Corporate Management Team (CMT)

Directors of the departments meet regularly in a forum known as the Corporate Management Team, (CMT), chaired by the Chief Executive, to consider corporate policy and strategy.

The public service organogram



## The Role of the Director of Development & Commercial Services

The Director of Development & Commercial Services is accountable to the Chief Executive and is responsible for the delivery of a range of high-quality and responsive cross-governmental functions, to support the objectives of the Falkland Islands Government and the Islands Plan.

The Director is expected to work cross-governmentally to ensure that a coordinated approach is taken to the strategic development of the Directorate to support the economic development of the Falkland Islands, and to lead on the delivery of commercial excellence through the planning, development and management of commercial strategies for FIG as well as providing expert advice for the development and implementation of business unit strategies.

### Job facts and figures

- Reports to the Chief Executive
- Approx. 80 full time staff across 8 core functions
- Annual Budget of £9.1 million

### The main accountabilities of the post

- In support of the wider economic development of the Falkland Islands, provide strategic leadership across several key Commercial and Operational Services:
  - The inter-island air service (FIGAS)
  - Procurement & Contract Management
  - The National Sports Centre and Stanley Leisure Centre
  - Planning & Building Services
  - Courts and Tribunal Service
- Working closely with the Chief Executive, Director of Public Works and other members of the Corporate Management Team (CMT), lead on the delivery of the National Infrastructure Plan. This includes but is not limited to the following major programmes, services and projects:
  - Oversee the procurement & implementation of future telecommunications services
  - Strategic investment in international air terminal and new management model
  - Commercial aviation including additional air links to/from South America
  - On-shore infrastructure in support of the nascent hydrocarbon sector
  - Oversee the strategic development of critical national infrastructure e.g. within the Education and Health estates
  - Develop strategy and plans to enable the Falkland Islands to become the Gateway to Antarctica
  - Develop & implement an exit strategy for FIG from Stanley Growers Ltd
- Lead commercial negotiations with private sector organisations for the delivery of services and the development of activities that support the wider economic development of the Islands, including the provision of strategic commercial advice and direction for the development of the Tourism industry and infrastructure.
- Develop, review and implement public/private partnerships within the Islands, to meet the Governments priorities, ensuring value for money is secured on shared strategies and services.



Top: Falkland Pebbles | © Allan White  
Bottom: Kelp at Cape Bouganville | © Roger May



- Provide strategic direction as the Government develops further its relationship with businesses nationally and internationally and with the people we serve across the Islands.
- Identify the direction to be taken and lead the Government's approach to procurement at both a strategic and operational level, and streamline procurement processes to reduce bureaucracy and improve value for money.
- Identify and implement opportunities for shared services across FIG through working proactively with other organisations.
- Lead on the governance of, and the provision of strategic management to contracted and outsourced services, ensuring the Government achieves value for money and agreed service performance standards are delivered:
  - Ferry and coastal shipping service (outsourced contract)
  - Port operator (outsourced contract)
  - Horticultural and garden supplies & services (Stanley Growers Ltd - currently 100% shareholder)
  - Radio & TV infrastructure and broadcasting services (outsourced contracts)
  - Weather forecasts and meteorological information (outsourced contract)

#### Corporate Management Team (CMT)

- As a member of CMT, participate in the corporate and strategic management of the Government, working to ensure that FIG is pursuing coherent commercial strategy in line with political priorities.
- Lead the strategic management of the assigned services, ensuring achievement of Islands Plan, Corporate Plan and annual Business Plan targets by taking a proactive approach to strategic planning, the provision of service wide and business unit specific plans and continuous improvement.
- Provide appropriate and timely professional advice to elected Members, as well as high level management expertise to help inform the decision making of the Chief Executive and CMT.
- Ensure that accurate and timely reports are submitted to the CMT, Executive Council, Legislative Assembly, Standing Finance Committee and other committees / project boards as appropriate.
- Provide efficient and effective budget management and ensure compliance with the corporate governance framework, with particular reference to Standing Orders and Financial Regulations.
- Actively engage in, and support, the wider performance management and business improvement process by providing technical expertise to appraise alternative service support or delivery models.
- Provide corporate leadership for learning and development in relation to procurement, commissioning and commercial skills across the organisation.



*Illex Squid | © Alex Blake*

### People and Organisation Leadership

- Provide leadership to DCS heads of service and professional staff through the setting of objectives and performance indicators, allocation of resources, monitoring achievement, mentoring and role modelling and implementation of individual performance and development plans.
- Ensure that appropriate management systems, processes and structures are in place across the Directorate, in line with corporate policies.
- Work collaboratively with the HR team to support workforce planning, talent development and capability building. Partner with the HR team to manage complex employee relations at senior level.
- Create an inclusive culture and embed the values and behaviours of FIG.

Given the breadth and scope of the Government, the above is of course not an exclusive or exhaustive definition of the duties of this position. The Director would be expected to undertake additional or other duties as may reasonably be required by FIG commensurate with the role and grade.



*Gentoo Penguin in the surf | © Marc Bouldoukain*

## The Candidate

The successful candidate will be able to demonstrate evidence of:

### Knowledge, skills and experience

- Minimum of 10 years recent and relevant experience at Senior Management level across a range of relevant service areas, including experience of successful commissioning/contracting out of public services
- Experience of commercial delivery, leadership and management and the ability to think strategically
- Evidence of successful delivery of innovative solutions for the development of 'place' across a broad remit
- Experience of successfully managing major organisational change and development
- Evidence of successful partnership working
- Clear experience in developing shared services
- Experience of business and financial planning in a financially constrained context and involving hard to predict budgets
- Experience of delivering effective performance management at organisational and individual staff level
- Experience of strategic planning and effective programme and project management
- Experience of policy development at Board or equivalent level
- Experience of working in a highly political environment
- Experience of successfully managing and delivering the full range of senior management challenges including budgets, performance management, people management, project management and business and strategic planning
- Strong interpersonal skills, able to win confidence and maintain credibility
- Excellent communication skills (verbal and written) and able to present complex information effectively to large audiences in the form of oral and written presentations
- Sound financial management skills including ability to use statistics at a non-specialist level
- Sound verbal reasoning skills
- Ability to work in a complex political and stakeholder environment
- Able to initiate and drive corporate programmes and projects through winning sufficient consensus and then ensuring delivery through focus on time-scales, budget and outcomes
- Leadership skills, with the ability to effectively manage staff who are not direct reports
- Ability to interpret large datasets and produce clear concise analytical outputs
- Strong planning and organisational skills
- Ability to apply experience to the particular challenges of the Falkland Islands

### Personal attributes

- Strong focus on achievement and delivery, with a creative but pragmatic approach to problem-solving
- Enthusiastic individual with a 'can do' attitude
- Ability to work independently, at a senior level, and as part of a team
- Aligns with FIG's Core Values – Diverse, Professional, Resilient & Resourceful.

### Qualifications and training

- Professional qualifications in a relevant subject
- Educated to first degree level in a relevant subject

Desirable:

- A Master's degree or equivalent in a relevant subject
- A business management qualification and/or project management qualification (e.g. PRINCE2)

For a full copy of the job description, please refer to Appendix 1 attached to this candidate brief.

## The Package

### Duration of appointment

The post will be offered on a fixed term contact of up to four years initially, with the possibility of an extension for up to a further year.

The following package terms will apply to both Permanent Residents and applicants from overseas:

### Salary

The salary for this post is at a **Grade A1**, with a salary range of **£85,371 to £97,894** per annum, with more for exceptional candidates.

### Taxation

The remuneration package is subject to Falkland Islands taxation. The income tax personal allowance is £16,860 and the first £18,000 after the personal allowance limit and other allowable deductions are taxed at 21%, with any remaining amount being taxed at 26%.

The Falkland Islands also operate a Double Taxation Agreement with the UK. Please see <https://www.falklands.gov.fk/taxation/legislation> for more information.

### Housing

The Government maintains a housing stock from which it will make a house available to rent. Typical rents range from £400 for a one-bedroom maisonette property to around £850 for a 4-bed detached house. Private Sector accommodation is also available although this can be limited.

### Additional elements

For Permanent Residents

- **Pension**

In addition to the above, a successful applicant from the permanent resident market, (i.e., an applicant who holds either a Permanent Residents Permit or is a Falkland Islands Status holder) will also be eligible for the FIG occupational pension scheme. FIG will contribute the equivalent of 10% of their basic annual salary into the Scheme for the duration of the appointment. (A successful applicant would contribute 5% of their basic pensionable salary into the Scheme).

For Non-Permanent Residents

In addition to the above noted salary and accommodation package, a successful overseas applicant, (who is not a permanent resident of the Islands and who would be required to relocate to the Falkland Islands to take up the post as a result), will be eligible for:

- **Annual gratuity**

The successful candidate will be eligible for an annual taxable gratuity payment equal to 25% of the basic salary earned.

- **Relocation package**

If relocating from the UK or Europe, there is a relocation grant of £2,000 for those coming to post unaccompanied or £2,500 if accompanied by a spouse/partner; an additional £100 is awarded for each dependent child that accompanies the individual to post. If relocating from elsewhere in the world, the grant is £3,000 for those who are unaccompanied or £3,500 if accompanied by a spouse/partner (plus £200 per dependent child coming to post).

- **Flights**

In addition to flights to the Islands to take up post and upon satisfactory completion of the contract, employees engaged on 'overseas contract' terms will be eligible for the following concessionary flights:

- 2-year contract – on the first anniversary of appointment
- 3-year contract – on the first and second anniversary of appointment
- 4-year contract – on the first, second and third anniversary of appointment

Such flights being between the Falkland Islands and the country of recruitment for themselves and each member of their dependant family who accompany them to post.

**Other key elements of note for prospective applicants from overseas**

- **Access to Medical/dental services**

An overseas appointee would have access to the Falklands Health Services. Most services, (including prescriptions) are currently free to residents of the Falkland Islands. However, charges are made for some items and the Health Service reserves the right to alter the charges for medical services. At present charges are made for spectacles, dentures and cosmetic dentistry such as crowns and bridges. The charges are variable, based on the cost of the materials (including freight).

- **Education**

Education for children up to the age of 16 years is provided free at schools in Stanley. If the successful applicant's dependent children are aged under 19 years, where the qualifying criteria for an Education Allowance has been met in respect of any dependent to enable them to complete A Level studies (or equivalent) in the UK (and payment of such an allowance has been sanctioned by the Education Department), then this allowance will be paid at the rate from time to time prescribed by the Education Department on the terms set out by the Education Department.

N.B. Payment of this allowance is not guaranteed and may be subject to change during the course of an individual's term of employment. Any provision would not be provided to any dependents where an eligible child will reside with family members, a guardian or nominated carer during the term of the appointment to undertake such studies.



## Recruitment Process

Once the closing date for applications has passed, applications will be evaluated according to the person specification and the Selection Panel will select which candidates will be invited to take part in the initial stage of the process.

Candidates will be selected for interview based on how closely they demonstrate their skills and experience in relation to the job description and person specification. Applications should consist of a completed application form and a curriculum vitae detailing career and achievements, as well as a supporting statement which addresses the role description and person specification.

Please ensure that you complete the application form fully.



Rookery Bay | © Zoran Zuvic

## Timetable

The indicative timetable is as follows:

Stage	Date
Closing date	Sunday 26 April 2026 <i>Please note that:</i> <ul style="list-style-type: none"> <li>Local applications will be accepted up until 16:00 local time. (UTC -3)</li> <li>Overseas applications will be accepted up until 17:00 UK time.</li> </ul>
Interviews	From week commencing 04 May 2026

## Standard Pre-Employment Checks

All candidates should note that FIG carries out the following pre-employment checks prior to appointing someone to a post. Any offer of employment will therefore be made on a conditional basis, subject to satisfactory checks being received. Where checks are found to be unsatisfactory, FIG reserves the right to withdraw any offer of employment.

## References

All appointments are subject to at least two satisfactory professional references being provided. Please be specific when providing addresses/contact details for your referees. One of the references must be from your present employer or, if not currently employed, your most recent employer.

### Professional membership/qualification checks/verification of identity

Applicants relying on equivalencies to those specified are responsible for providing evidence of how they meet the required standard. If such equivalence is not immediately clear, no enquiries will be made by FIG and the candidate's application may not proceed as a result. FIG reserves the right to make the final determination on the recognition of any equivalency.

You will also be required to produce original documents to verify your identity at interview, one of which must be photographic identification.

### Criminal Record Checks

All applicants for Government posts will be asked to disclose convictions upon application. Criminal records will only be considered for recruitment purposes when the conviction record is relevant. Having an 'unspent' conviction will not necessarily bar a candidate from employment. This will depend on the circumstances and background to the offence(s).

Any information given will be treated as confidential and will be considered only in relation to the post to which the application refers.

Failure by a candidate to reveal information that is directly relevant to the post applied for could lead to the withdrawal of an offer of employment.

Successful candidates from overseas will also be required to submit an appropriate Police check as part of Islands Immigration requirements for Work Permit purposes.

### Pre-employment Health Assessment

The Falkland Islands has good primary and secondary health care, but because of its geographical remoteness and size, it is not able to offer the full range of services that might be expected of a hospital of a similar size with more readily accessible resources.

Successful candidates from overseas will be required to undertake a pre-employment health assessment for the purposes of obtaining a Work Permit. The medical will normally be arranged with your own GP unless FIG advise otherwise. Such medicals will also be required for any dependents that are due to accompany you to post. It is important to note that if you have complex medical needs or may need ongoing medical support that is not practically/physically available on the Island or the provision of which is not economically viable, it is unlikely that you would meet the health standards required to obtain a Work Permit for the Falkland Islands. If any of your dependents also have such needs, they may not be able to accompany you as dependents on your Work Permit.

They would not, however, be prohibited from visiting the Islands, but this could only normally be done by means of a 'Visitors' permit. For more information on any related immigration issues, you can contact the Customs and Immigration Department on (+500) 27340.



Falklands Landscapes, San Carlos Road | © Saul Zuvic

## Educational requirements for recognised dependents

If you are not a permanent resident and your dependents have special educational needs or if they are not able to access all aspects of the school curriculum in English without language support, this will be considered as part of the immigration process. While some support may be available, each case will be considered individually and will be based on the capacity available within the particular year group in the relevant school. If your dependents have complex special needs which cannot reasonably be met from the resources available in the Islands, it is unlikely that immigration criteria would be met and so they may be unable to accompany you as a dependent under the provisions of any work permit issued.

## How to Apply

The closing date for all applications is Sunday 26 April 2026, as detailed in the timetable on page 14 of this candidate brief. To apply to join our team in a unique and breath-taking location, with penguins, dolphins and the wilderness just next door to your office you can contact us as follows:

For those applying from overseas



[www.jobs.gov.fk](http://www.jobs.gov.fk)



[swilliams@sec.gov.fk](mailto:swilliams@sec.gov.fk)



(+500) 27420

For those applying from within the Falkland Islands



<https://falklands.gov.fk/jobs>



[swilliams@sec.gov.fk](mailto:swilliams@sec.gov.fk)



(+500) 27420

For further information on the post, please contact Dr Andrea Clausen by email on [aclausen@sec.gov.fk](mailto:aclausen@sec.gov.fk) or by telephone (+500) 28450.

*Thank you for your interest in this post, we look forward to hearing from you.*



## Falkland Islands Government

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[www.falklands.gov.fk](http://www.falklands.gov.fk)

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