

## About CloudNine

CloudNine is a B Corp certified national consultancy that launched in April 2022. We draw on more than 40 years' experience across the public, private and social enterprise sectors, delivering innovative bids, projects, behavioural enhancement programmes and social value strategies within a fast-paced environment. We are committed to social value and sustainability and our work is guided by inspiring better ways of working, taking a fresh and forward-looking approach to bid and project management and delivery.

With regional hubs in Manchester and Birmingham, we typically support projects ranging from £500m to £1bn+ and work with multi-disciplined clients across a range of sectors, including infrastructure, construction, defence, FM, utilities and waste/renewable energy. We have a strong reputation for raising the bar and delivering projects to a high quality and within tight, often challenging timescales.

Our business is quickly growing and we recognise it's the people who make us successful. We will only achieve our strategic objectives if we recruit and retain the best people and operate in an inclusive environment that offers opportunity. CloudNine is an equal opportunity employer and encourages candidates from diverse backgrounds to apply.

## Company values

Our values are integral to all we do and help define our company culture and ways of working:

- **Progressive (but not pushy)** – we are proactive and inventive. We challenge convention to achieve breakthroughs
- **Ethical (but not soft)** – we are empathetic and full of integrity. We navigate complexities diplomatically and without sharp elbows
- **Astute (but not arrogant)** – we are smart, competent and intentional. We value expertise and go deeper to find answers
- **Spirited (but not flippant)** – we are fresh, bright, instinctive and optimistic. We love solving problems in surprising ways.

## Commitment to Justice, Equality, Inclusion and Diversity (JEDI)

As a certified B Corp, we believe in using business as a force for good. We are actively working to create an environment where everyone feels respected, supported and able to thrive, regardless of race, ethnicity, gender identity, sexual orientation, disability, age, or socioeconomic background. We welcome applications from people of all backgrounds, experiences and perspectives.

## Collaboration Manager

<b>Location</b>	Birmingham or Manchester
<b>Reports to</b>	Head of Consulting
<b>Department</b>	Consulting: <b>Specialist consulting:</b> supporting work winning and delivery teams to design, develop and embed relevant working winning and delivery strategies/initiatives, with a key focus on improving social value and collaboration.
<b>Package</b>	<ul style="list-style-type: none"> <li>• Salary: Grade 3, starting from £45k</li> <li>• Annual bonus and recognition scheme</li> <li>• Contributory pension scheme</li> <li>• Staff wellbeing initiatives, including:             <ul style="list-style-type: none"> <li>• CloudNine Culture Club</li> <li>• Financial wellbeing scheme</li> <li>• Private medical insurance</li> </ul> </li> <li>• 30 days annual leave, inclusive of bank holidays and 2 x discretionary wellbeing days per annum</li> <li>• Minimum 3 days per week office/client office working</li> </ul> <p>Training programmes and continuous learning support available via CloudNine FlightPath</p>
<b>Full time/part time</b>	Full time

### Role overview

CloudNine is seeking an experienced Collaboration Manager to design, implement and embed collaborative ways of working across bids and delivery projects. You will lead the development and implementation of governance, behavioural enhancement programmes and performance frameworks that enable multi-party teams to work as one, aligned to ISO 44001 and best practice in major programmes.

**Initial assignment:** you will provide collaborative leadership support to the Sellafield Infrastructure Delivery Partnership (IDP), a long-term strategic programme at the Sellafield nuclear site in Cumbria to upgrade and maintain non-nuclear infrastructure and support decommissioning and operational resilience. IDP involves three delivery partners: Morgan Sindall (electrical distribution), Costain (utilities) and HOCHTIEF UK (civil and structural works) under a contract worth up to £595 million within the wider £2.9bn IDP programme. The IDP contract places strong emphasis on collaborative working in line with ISO 44001 and

NEC4/Project 13 principles, ensuring effective multi-party relationships, behavioural alignment and performance monitoring to meet contract requirements while driving sustainability and community impact.

## Key responsibilities

- Develop and implement collaboration frameworks for bids and projects:
  - Establish processes and standards for collaborative working, aligned with ISO 44001
  - Create governance structures for multi-party relationships.
- Multi-project support
  - Provide simultaneous support on multiple consulting delivery projects. This may involve long distance travel and overnight stays.
- Facilitate workshops
  - Design, prepare and lead workshops to improve team dynamics and problem-solving
  - Run workshops with internal and client teams to promote joint problem solving and perspective sharing
- Stakeholder engagement and key account support
  - Build strong relationships across internal teams and external partners
  - Act as a trusted advisor on collaboration strategies
- Team development and behavioural change
  - Deliver programmes to enhance trust, communication and joint decision-making
  - Develop, deliver and monitor cultural transformation initiatives
- Psychometric profiling and analysis
  - Use tools like Facet5 to assess behaviours and the power of personality within team dynamics
  - Interpret results to inform team training and development plans
- Performance monitoring
  - Establish collaborative maturity models used to baseline and assess levels over time
  - Track and report progress against KPIs and/or relevant client requirements
- Conflict resolution
  - Mediate disputes within bid and project teams to promote best-for-project performance and decision making
  - Ensure alignment with project objectives and shared goals
- Continuous improvement
  - Identify opportunities to enhance collaboration processes

- Share best practices and lessons learned across teams

## **Mandatory experience**

- Proven track record (5+ years) designing and embedding collaborative delivery frameworks on complex, multi-organisation programmes (major infrastructure, construction, defence or regulated industries)
- Hands-on experience with ISO 44001 Collaborative Business Relationships (gap analysis, relationship management plans, governance, performance and improvement cycles)
- Virtual and in-person workshop facilitation, including with senior executives, within high-stake environments and including conflict mediation across diverse stakeholder groups
- Behavioural/organisational development capability, including use of psychometrics (e.g., Facet5) to inform team formation, leadership coaching and performance management
- Strong stakeholder management and communication skills, including senior client engagement and trusted advisor presence
- Evidence of multi-project support within time-pressured environments (often involving travel)
- Data-driven performance monitoring, including defining KPIs, maturity models and benefits tracking.

## **Preferred experience**

- Prior involvement in nuclear, utilities, transport or industrial infrastructure programmes, especially those operating under NEC4 contracts and Project 13 collaboration principles
- Experience on programmes with contractualised collaboration (alliancing/partnering frameworks; IDP-style long-term arrangements)
- Familiarity with UK public-sector procurement, social-value delivery and sustainability planning aligned to client strategies
- Accreditation or formal training in Facet5 and ISO 44001 implementation, facilitation, mediation or change management
- Academic background in business psychology, organisational behaviour, or a related discipline - or equivalent practical experience applying behavioural science in team development, leadership, and performance improvement.

## **Application instructions**

If you're looking for your next challenge and would like to work for an innovative, fresh thinking and inclusive organisation which invests in you and your continued career development, we'd like to hear from you.

Please send a cover letter, including your reasons for wanting to work for CloudNine and a copy of your current CV to [recruitment@on-cloudnine.co.uk](mailto:recruitment@on-cloudnine.co.uk).

Please note: Closing date for applications is **23<sup>rd</sup> January**. We reserve the right to close the application process earlier if we receive enough qualifying applicants. We therefore encourage you to submit your application as soon as possible.