

URBAN&CIVIC

HEAD OF SUSTAINABILITY

Urban&Civic are currently recruiting for a Head of Sustainability to join their team at the New Bond Street Offices in London.

This role will report directly to the Group Director who will retain overall responsibility for the strategic direction of the business' developing sustainability agenda. The successful candidate will be responsible both for the implementation of this current strategy within the business and instilling the Company's commitment to continually improve its sustainable impact throughout its operations, though also with an emphasis to respond and develop the strategy as the business grows and the learning and thinking within the sustainability sector evolves. This will involve the planning, executing, reporting and auditing of the business' developing sustainability model, working with both internal delivery management teams and externally with key stakeholders including contractors, house builders and consultants.

Background

Urban&Civic is bound by a collective determination that business results and positive societal and environmental impact can be mutually reinforcing. Our organisation was created to challenge the standard approaches to large-scale housing delivery through the Master Developer model. As the number of projects under our stewardship continues to expand, we have produced a Charter and a number of Guides to help formalise our approach to sustainability. The intention is to drive ambition and ensure consistency across our operations, reporting back through our KPI's known as Metrics. We are committed to building modern communities whilst minimising our carbon impact and enhancing biodiversity across all our sites. We also endeavour to foster sustainable local employment and business opportunities in the areas where we operate.

Addressing global sustainability challenges, we have mapped our business against the United Nations Sustainable Development Goals. This in turn has informed the definition of five overarching objectives, utilising the Five Capitals Model, to develop a framework that can guide our approach and maximise potential to make a positive difference.

We are proud of our achievements, but we know there is a lot more to do. Our current framework is the start. The role will help drive its evolution.

Role of the Head of Sustainability:

- Implement, develop and manage the current Company's sustainability framework. Liaise with internal business teams to undertake this messaging and delivery.
- Develop policies, procedures and systems in relation to environmental and sustainability issues in order to manage and control activities in accordance with Business Plans.
- Manage initiatives from conception to implementation on a range of sustainability issues, particularly carbon reduction targets, energy and water management, sustainable procurement and social value.
- Raise awareness of sustainability issues affecting the Company and its projects through improving direct connections with employee, contractor, house builder and consultant teams.
- Working alongside the site-based U&C in-house teams (CCP), help create and implement effective strategies for wider stakeholder engagement within the Group's sustainability framework.
- Develop and organise/provide training and advice on sustainability issues to employees at all levels across the business, both within London Office and across all regional developments.

- Assist and input to the tendering process on sustainable design and build practices and solutions.
- Manage the process of environmental monitoring and auditing across the strategic land sites, analysing results and developing responses and control measures.
- Assist project teams in the development of Environmental and Site Waste Management Plans where necessary.
- Liaise with external stakeholders on social and community engagement.
- Manage the gathering of annual data to report against the business sustainability Metrics, across all five Capitals.
- Report and measure the sustainability and environmental impacts of the business and its project sites.
- Prepare and present six weekly sustainability reports and case studies for Group Director and EMC Members, Board and NED briefings as necessary.
- Appoint and assist the SECR consultant in the gathering of data for the annual declaration.
- Appoint and assist the third party Validation consultant, appointed to verify the performance against the sustainability Metrics each year
- Provide input to the business' Annual Report
- Initiate the evolution of the sustainability agenda within the business. Lead on the thought process for developing the Charter, Guides and Metrics into the next generation of documentation to support the growth of the wider sustainability model.

Skills & Experience :

- Ability to drive and influence teams of wide ranging stakeholders, develop and lead initiatives and present to a variety of audiences across all office locations.
- Exceptional interpersonal and communication skills – written and verbal.
- Ability to establish and maintain good relationships with stakeholders and employees.
- Excellent time management skills and ability to support multiple projects and systems across the geographical spread of the U&C project sites.
- Excellent organisational, planning and prioritising skills.
- Ability to drive projects and the overall strategy through to a high standard.
- Strong analytical skills with good attention to detail.

Practical & Technical Knowledge:

- Excellent presentation skills.
- Ability to inspire, influence and implement change with the enthusiasm and energy required to make things happen.
- Experience with using different IT formats to prepare and then communicate sustainability messages to a range of stakeholders.
- Ability to deal confidently and knowledgeably with employees, supply chain and external consultants and house builders.
- Either degree qualified in an environmental or sustainability related discipline or demonstration of the experience and progression towards related qualifications.
- Membership of a relevant professional body (eg IEMA, CIWM,).
- Experience in working in the construction and property sector in sustainability based roles

Package

Competitive Salary

Car Allowance

Annual Bonus

LTIP

Private Medical Cover*

Non-Contributory Pension*

Life Insurance Cover*

* following probation