



# SENIOR SUSTAINABILITY MANAGER



## ABOUT THE ROLE

Your role will be to support the delivery of Redrow's sustainability objectives and targets by working collaboratively across the business and to make the business case for sustainability, demonstrating positive financial, social, and environmental return on investment.


You will manage and deliver a suite of projects, using tools, techniques, systems and practices that achieve performance improvement.

You'll provide expertise to support public reporting around ESG and sustainability, and take a lead in further developing the strategy in respect of social value. Be a recognised expert and promote innovation in a particular area of sustainability, such as social value, responsible materials procurement, sustainable building design and community engagement. Be a champion in sustainability, encouraging behavioural change throughout Redrow.

Responsible to: Head of Sustainability

## KEY RESPONSIBILITIES

1. Contribute to the development and implementation of the corporate sustainability strategy, helping to strengthen Redrow's reputation in this area.
2. Lead the development and delivery of the groups approach to social value, working collaboratively with colleagues across disciplines.
3. Provide support to divisional land, planning and technical teams to enhance planning applications and land bids.
4. Provide expertise and input to the Group's public reporting around ESG and sustainability, working with recognised reporting standards and frameworks.
5. Mentoring and up-skilling of colleagues in the team.
6. Further develop sustainability performance measurement and reporting systems including, socio-economic value.
7. Report on company performance in industry and non-industry sustainability benchmarks.

- 
8. Engage with external stakeholders to determine key materiality issues and incorporate the findings into the overall development of the strategy.
  9. Identify and share examples of sustainability and ESG best practice around the Group.
  10. Represent Redrow at relevant forums and through presentations to industry groups such as the UK Green Building Council.
  11. Ensure familiarity with Redrow Group's Health, Safety and Environmental policies and comply with employee responsibilities.
  12. At all times comply with company policies, procedures and instructions.
  13. Contribute to improving the business, protecting and enhancing the reputation of the company, by putting forward new ideas and implementing positive change.

### **THE PERSON**

What kind of person are we looking for?

- The role requires a depth of experience working in sustainability, ideally with a background in the built environment
- Qualification(s) in a relevant discipline
- Effective communication skills – the ability to adapt information for the audience and engage with a broad range of internal and external stakeholders
- Ability to build collaborative networks and relationships to advance sustainability performance and to support colleagues in understanding the importance of ESG integration and their role in delivery.
- An understanding of the five 'sustainable capitals' and the challenges in balancing social, environmental and commercial factors
- An understanding of environmental limits and their influence on the business, and experience in implementing sustainable business practices
- Identifying internal barriers to the delivery of strategy, and put steps in place to overcome them
- Strong analytical skills with the ability to synthesise information and use data to support strategic decision-making
- Superior organisational skills and ability to deal with multiple projects
- Identifying trends, threats and challenges to achieving Redrow's sustainability objectives
- Confident in presenting ideas to senior management
- Understands the importance of equality, diversity and inclusivity
- A full UK driving licence

These are illustrative duties and the job holder will be expected to become involved in a range of work to enable the department to respond effectively to the requirements of the Company.