



SUSTAINABILITY DIRECTOR



ABOUT THE ROLE

You'll be responsible for leading the ongoing development and integration of our sustainability strategy, ensuring it is aligned with our business principles of Creating Thriving Communities, Building Responsibly and Valuing People and contributes to the future direction, success and long term value creation of Redrow.

The role involves the establishment and strategic leadership of the sustainability function in the Group setting strategy and driving outcomes. It has a pivotal role in being an ambassador for the business both internally and externally. Reporting to the Group Communities Director you'll be providing leadership to a focused successful team of sustainability professionals and driving forward a series of projects with teams across the whole business. You will coordinate and manage the Group's ESG and sustainability reporting and communications to the Executive Management team, Board, all relevant stakeholders, internal departments and external consultants and advisors.

Responsible to: Group Communities Director

KEY RESPONSIBILITIES

1. SUSTAINABILITY

- Provide advice and support to the Executive Management Team and our Non Executive Placemaking and Sustainability Committee and others across the business on ESG and sustainability issues.
- Fully understands the relevance of ESG and sustainability to them and to the business and is committed to achieving Redrow's sustainability objectives, with environmental, social and economic initiatives.
- Be an ESG / Sustainability spokesperson for the business, helping maintain and shape our reputation as a considered and insightful industry leader in key areas.
- Identify and reporting on emerging ESG and sustainability trends that might affect the business, drawing on your existing sustainability networks and participating in industry events to shape our responses and outcomes.



2. COLLABORATION

- Be naturally collaborative in your approach, working with teams across the business to deliver impactful projects and support colleagues in understanding the importance of ESG integration and their role in delivery.
- Respects and shows consideration for others and works co-operatively towards shared objectives.

3. COMMUNICATION AND INFLUENCE

- Communicates ideas and directions effectively both orally and in writing; a confident public speaker.
- Uses a variety of approaches to persuade, convince or influence individuals or groups to gain commitment to company strategies, plans and support for own ideas and initiatives.
- Communicates in an open, candid, complete and consistent manner.
- Gets messages across clearly and in a way others can understand.
- Listens effectively and probes for new and diverse ideas; is open to reason and new arguments.

4. STAKEHOLDER FOCUS

- Acts to anticipate meet and exceed the needs and expectations of stakeholders.
- Works to understand internal and external client or stakeholder needs.
- Delivers outstanding stakeholder service in all activities.
- Maintains a balance between the interest of stakeholder and the organisation.

5. LEADERSHIP

- Leads by example and creates an environment which motivates others to learn and develop to meet their objectives.
- Facilitates the learning and development of self and others, considering the approach that will be most appropriate and efficient.
- Provides strong leadership, adapts own style to situation.
- Manages people's performance and motivation and helps people to develop their skills and confidence.
- Empowers a team to maximise their power and effectiveness.

6. PERFORMANCE, DRIVE AND RESULTS DELIVERY

- Develop, implement and deliver successful key projects with measurable outcomes that add value and demonstrate positive financial, social, and environmental return on investment.
- Deliver our vision through motivating and inspiring others to create change.
- Have a readiness to be involved in operational detail, such as robust data management, as well as wider strategic thinking.

- You will ensure that projects deliver maximum value for the business and stakeholders, measuring impacts and continuing to cement our reputation as a sustainable leader in the housebuilding industry.
- Acts with a 'can do' attitude to do a better job and continually improves own performance; puts drive and energy into achieving results and takes action to exceed goals and expectations.
- Uses goals to continually improve personal and team performance.
- Regularly measures performance against key internal success indicators and appropriate benchmarks.
- Suggest and introduces significant improvements to processes, operations and practices.
- Creates new solutions and instigates timely reviews of progress to deliver objectives.


7. GENERAL

- Ensure familiarity with Redrow Group's Health, Safety and Environmental policies and comply with employee responsibilities.
- At all times comply with company policies, procedures and instructions.

THE PERSON

What kind of person are we looking for?

- House- building, construction industry or property management experience is strongly preferred.
- Thorough knowledge and understanding of current and emerging ESG and sustainability issues and trends.
- Understanding of the reporting, compliance, and governance responsibilities of a FTSE Company
- A self-starter who is able to work on their own initiative and build relationships inside and outside the organisation, whilst driving a culture of change and improvement.
- Experience of concise reporting of ESG and sustainability performance including development of targets, KPIs, and dashboards.
- Adopts a pro-active approach to ensure projects are successfully delivered.
- Be experienced in managing successful and contented teams, helping individuals meet their potential Works with others to build effective team and wider-team relationships
- Degree-level education or equivalent, preferably holding a sustainability qualification.
- Experience of preparing high quality reports and presentations including the ability to present to internal and external stakeholders including government departments.
- A passionate thought leader with experience of developing and delivering continual professional development workshops and seminars to internal teams on sustainability related legislation, emerging sectoral trends and the performance of sustainability programmes.
- Understands the organisational strategy and quickly zeroes in on the critical activities that are of paramount importance.
- Can be relied upon to make good decisions based upon a mixture of analysis, wisdom and experience and never compromise on safety.
- Bottom line and added value focused and can be counted upon to achieve goals.

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- Effective communication skills – the ability to adapt information for the audience and engage with a broad range of internal and external stakeholders
 - Strong analytical skills with the ability to synthesise information and use data to support strategic decision-making

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.