



Role

Head of Environmental Sustainability

Permanent, 4-5 days/week, job shares considered

Salary range: Up to £55,000, depending on experience

About the Company

Our client is a not-for-profit organisation, which works in partnership with the engineering community to inform and inspire young people and grow the number and diversity of tomorrow's engineers. They work locally, regionally and nationally with a wide range of organisations across business and industry, education, professional institutions and the third sector to understand the engineering sector and the skills it requires. They work in partnership with these organisations to develop and promote effective initiatives and programmes to inspire young people to consider a career in engineering.

About the role

The Head of ES will lead the implementation of the sub-strategy working closely with colleagues from across the whole organisation. As well as delivering agreed projects, there would be plenty of scope to refine the initial sub-strategy and identify new work associated with it.

The role reports into a member of the Executive Team (initially the CEO) and is based at the organisation's London based offices with occasional travel in the UK, although all staff are currently working from home in line with government guidelines and we are likely to adopt a blend of home and office based work in the future.

Role responsibilities

- Build upon and implement the organisation's ES sub-strategy and lead ongoing strategic development, this includes:
 - Work closely with policy and research teams and the Royal Academy of Engineering to grow understanding of the engineering roles that will need to be filled to deliver ES in the UK
 - Build understanding of how to effectively engage young people (particularly those from groups under-represented in engineering) with the role engineers play in ES to interest them in a career in engineering
 - Conduct or commission relevant evaluations, research and evidence reviews, as appropriate, working closely with the research team
 - Monitor ES content across programmes seeking to increase it where appropriate and ensuring that an evidence-based and impact-oriented approach is taken



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- Conduct or commission relevant evaluations, research and evidence reviews, working closely with the research team
- Share learning widely
- Explore how best to measure the environmental impact of the organisation and its activities, what targets should be set and work with colleagues to minimise the environmental impacts of the organisation's work
- Build trusting and fruitful relationships with the relevant partners to drive towards the ES vision, representing the organisation at external meetings with funders, partners and stakeholders
- Provide ES expertise for colleagues across the organisation, organising staff training and workshops as needed to deliver the objectives above
- Manage budgets and report on performance against budget and deliverables
- Carry out other tasks or duties as directed and required by your line manager
- Work in line with the organisation's values, to be passionate, courageous, insightful and inclusive
- Work in line with the organisation's Quality Management System and comply with the organisation's data protection and safeguarding policies at all times

Person specification

- Extensive knowledge of environmental issues and how organisations should respond to them, likely to have been gained from academic or professional qualifications or substantial experience

Essential experience and attributes

- A commitment to and expertise and experience in improving ES
- Proven experience of developing a multi-stranded programme of work and managing its delivery
- Excellent leadership skills and ability to motivate and influence others including those outside of own team
- Confident communicator with the gravitas to work at senior levels
- Excellent stakeholder management and relationship building skills; experience of managing and influencing external partners
- Ability to think creatively and innovatively
- Strong attention to detail, ensuring that high levels of quality are achieved without running over deadlines
- Ability to work independently and flexibly within a rapidly changing environment
- Willingness to learn and develop new skills and knowledge



Role

Desirable experiences and attributes (note that this is a wide-ranging role and we do not expect candidates to have the breadth of attributes listed below)

- Able to interpret qualitative and quantitative research and evaluations and extract, communicate and apply insights
- Experience commissioning or conducting qualitative and quantitative research and evaluation
- An understanding of STEM enrichment/outreach and careers advice
- An understanding of the evidence base for STEM inspiration activities and how to evaluate their impact
- Experience assessing the environmental impact of organisations or activities and implementing changes for improvement

Applying for this role

Please send a CV and statement in support of your application that is no longer than two sides and explaining how you fulfil the key criteria for the role by email to jgarner@candovergreen.com, quoting the job title in the subject of your email.

The deadline for applications is before 12:00 noon on Friday 18th June 2021

Interviews

Applications will be assessed against the requirements for the post as set out in the Role Profile and Person Specification.

If you would like us to make any specific arrangements to facilitate a fair interview due to a disability please let us know.

We aim to notify candidates who have been shortlisted by Friday 25th June. If you have not heard from us after this date, please assume that you have not been successful.

First interviews will be held virtually.

Our client is an inclusive organisation; we welcome everyone with all skills, experiences, and backgrounds. Each applicant will be individually assessed regardless of gender, sexual orientation, pregnancy or maternity, marital or civil partner status, gender reassignment, ethnicity, colour, or national origin, religion or belief, disability or age.