

Job Title:	Director of Corporate Sustainability
Department:	Sustainable Business
Place of work:	Sustainable Ventures, County Hall, Waterloo, London
Hours:	37.5 hours
Salary:	£90,000 - £110,000 p.a. depending on skills and experience

Role Profile

Purpose

Bioregional is an award-winning sustainability consultancy and charity, with a thirty-year track record of delivering impact.

Our Sustainable Business team supports our clients and partners to develop transformational and practical strategies that contribute to an equitable, net-zero, and nature-focused future. The projects delivered by the team sit at the forefront of sustainability for businesses and organisations, empowering clients and partners to uncover deeper insights into their challenges, co-create bold strategies and solutions, and drive meaningful, lasting implementation.

As the Director of the department, you will lead our growing team of highly skilled and technically capable sustainability professionals in a varied role that combines project delivery, business development, and strategy.

You'll also work on organisational strategy and governance as part of Bioregional's Leadership Team.

The Director of Corporate Sustainability will ensure that we offer high quality and relevant services to our clients and partners which includes:

- Creating transformational and innovative approaches to corporate sustainability, including strategy development, action plan creation and implementation support;
- Developing educational programmes and workshops to make wider change in organisations and society.
- Sustainability monitoring and reporting including carbon footprinting, SBTi target submissions, CSRD and wider sustainability frameworks;
- Sustainable product and materials advisory including guidelines, policies, and action plans and strategic approaches that are anchored in responsible consumption and production

The Director of Corporate Sustainability develops long-term partnerships with our clients and partners based on our current service offer while also looking at complementary services we can offer either in-house or through working in partnership with others. The Director of Corporate Sustainability will also work closely with the Chief Executive to seek new opportunities to expand Bioregional's work to increase our scope and scale of impact. The Director of Corporate Sustainability will lead on creating a meaningful engagement strategy that communicates the mindset required for sustainable transformation with the senior Sustainable Business team.

Scope

You will be leading and managing a team of 12 consultants with the support of the senior members of the Sustainable Business team. You will act as project director for between 10 and 15 strategic projects at any one time, taking responsibility for the delivery of high-quality outputs in the areas of:

- Carbon footprinting and science-based net-zero strategy,
- Corporate sustainability strategy, governance, reporting and implementation,
- Sustainable products: life cycle thinking, responsible sourcing, circular economy.

This role will oversee the delivery of colleagues' work across a varied portfolio of projects, working alongside senior team members who will also each undertake oversight of several strategic projects, including relationship management and quality assurance. Together, you will inspire our ambitious consultants, helping them to deliver high-quality outputs and to develop their skills.

You will be responsible for Bioregional's growth and impact by helping to win new projects and develop our service offering in line with the strategic objectives of the team and Bioregional's charitable objectives. You will be responsible for the overall financial success and operational running of the sustainable business team and will be supported by senior members within the sustainable business team.

The role will involve occasional UK and international travel.

Seniority

You will be part of the four-person Leadership Team, reporting to the CEO, and working alongside the CEO, Director of Finance and Resources and Director of Sustainable Places.

You will oversee all aspects of the running of the Sustainable Business Team, including the development of the team's annual and longer-term strategies, making sure that these align with the objectives of the organisational strategy that you will have been part of developing. You are responsible for the team budget and achieving the financial objectives of the team.

Skills and attributes

As the senior point of contact for high-profile clients, you will be professional, friendly, and able to think on your feet. You will have experience in the corporate sustainability landscape and be able to use your negotiation and influencing skills to guide C-suites and executive teams of large organisations on their sustainability approach. You will possess excellent presentation and communication skills and have a proven track record of building and managing stakeholder relationships. You will have significant experience in building sales pipelines and securing high-value work with clients and partners.

You will have the ability to oversee complex research and technical deliverables, making sure they are delivered in an understandable and engaging way to clients.

As the Sustainable Business team leader, you will bring a people-centered approach and be able to generate ideas, inspire and develop colleagues, and oversee the production of high-quality work.

You will have a strong belief in the urgent need for transformative solutions for the climate and ecological emergency and the just transition and be committed to creating and implementing these solutions through your professional work.

Duties and Key Responsibilities

1	<p>Strategic leadership, team and line management</p> <ul style="list-style-type: none"> • Strategic leadership of the organisation as part of the Leadership Team. • Overall management of the team; currently 12 staff members. • Oversee all recruitment, growth, and development in the team. • Support and inspire the team and oversee the team's resourcing, performance, impact and wellbeing. • Line management of three staff members. 	20%
2	<p>Business development and relationship management</p> <ul style="list-style-type: none"> • Maintain client relationships with key clients. • Develop and convert new leads to strategically expand our work. • Maintain and implement a clear sales strategy for the team in collaboration with the CEO and senior team members. • Horizon scan for opportunities and act on these. • Grow the team's revenue at least in line with the growth in the market. • Help to set, and then manage the team budget, ensuring the team meets its financial targets. • Attend and contribute to conferences, networking events, and seminars, providing thought leadership to the sector. 	35%
3	<p>Consultancy project delivery</p> <ul style="list-style-type: none"> • Act as Project Director, together with the Associate Director, overseeing around 10-15 projects each at any one time, with smaller or simpler projects only needing minimal input. Taking the creative, problem-solving approach with clients that Bioregional is known for, alongside quality assurance, budgeting, client relationships, team resourcing, and performance. • Maintain a lighter touch oversight of the work of senior team members who are taking responsibility for other projects and clients within the team. • Offer technical and client relationship support where appropriate. 	35%
4	<p>Personal and professional development</p> <ul style="list-style-type: none"> • Attending internal and external seminars, conferences, and training to develop technical knowledge and industry exposure. 	5%
5	<p>Organisational administration</p> <ul style="list-style-type: none"> • Maintain a half-hourly timesheet each month. • Take part in team activities. 	5%

Skills and experience

We acknowledge that no one will ever meet all the requirements for a role, so if you think this role is right for you then we would love to hear from you regardless of whether you meet all the criteria below.

Criteria	Desired	Pluses
1. Skills and abilities	<ul style="list-style-type: none"> • Proven management of a team’s financial success and operational efficiency. • Proven programme management skills and experience. • Ability to work under pressure and meet deadlines independently and as a team leader. • Clear communicator – comfortable with presenting to senior stakeholders of clients and at conferences. • Ability to trouble shoot efficiently and effectively. • Team worker - demonstrating and encouraging open communication, co-operation and the sharing of knowledge and information. 	<ul style="list-style-type: none"> • Experience with CRM and PSA systems.
2. Knowledge	Understanding and experience in some of the following: <ul style="list-style-type: none"> • Sustainability strategy and reporting, • Circular economy and products 	Understanding and experience in some of the following: <ul style="list-style-type: none"> • Carbon footprinting, • Sustainable products certification, • Retail sector
3. Education and qualifications	<ul style="list-style-type: none"> • Demonstrable experience and achievements in this sector at a senior management level. 	<ul style="list-style-type: none"> • Qualified in specific skill sets such as corporate reporting, carbon footprinting, staff engagement, or behaviour change. • MSc in related sustainability discipline
4. Experience	<ul style="list-style-type: none"> • Ten-plus years of relevant professional experience. • Evidence of successful business development through creating and converting new leads and growing work with existing clients. • Developing and implementing business strategies. • Managing a diverse team of ten plus; mentoring and coaching the team and supporting their professional development whilst keeping them on target and productive. • Significant knowledge gained within the sustainability sector • Consultancy experience 	<ul style="list-style-type: none"> • Recognised publicly/externally as a sustainability leader
5. Sustainability	<ul style="list-style-type: none"> • Personal commitment to the environment and sustainable living. • Commitment to the aims and objectives of Bioregional. 	