

**GOODWOOD**

**The Role**

The Head of Sustainability will be part of the Estate management team and will report to the   
Estate Managing Director.

**About us**

Goodwood is a quintessentially English estate, set in 11,000 acres of rolling West Sussex countryside. Rooted in our heritage, we deliver extraordinary and engaging experiences in modern and authentic ways. But what really sets us apart is our people. It is their passion, enthusiasm and belief in the many things we do that makes Goodwood the unique place it is.

**Passionate People**

It takes a certain sort of person to flourish in such a fast-paced, multi-dimensional environment like Goodwood.  We look for talented, self-motivated and enthusiastic individuals who will be able to share our passion for Goodwood to be **‘the home of exceptional experiences’**.

**Our Values**

**The Real Thing Derring-Do Obsession for Perfection Sheer Love of Life**

|  |  |  |  |
| --- | --- | --- | --- |
| Always inspired by Goodwood’s heritage | Daring to surprise and delight | Striving to do things *even* better | Sharing our infectious enthusiasm |

**Purpose of the role**

The objective of the role is to drive positive change in environmental sustainability through our own actions, and inspire our stakeholders and partners to do the same. Working as part of the Estate Management Team you will be responsible for the delivery of Goodwood Group’s sustainability strategy, planning for the long-term sustainable future of the estate. You will drive action against six key focus areas as outlined in the sustainability strategy:

natural capital carbon water social business resources and waste

**Key Stakeholders**

External: Local Authorities such as Parish & District Councils & SDNP, Neighbouring Estates, Wildlife Trusts, Contractors, Suppliers. National authorities including Government bodies, Natural England, Historic England etc.

Internal: Estate Management Team, Estate Stewardship Team, Sustainability Working Group, Goodwood Leadership Team, Group Functions (e.g. IT).

**Key responsibilities**

* Lead the Group’s sustainability strategy development and implementation, driving forward projects, influencing decision making and best practice, and reporting directly to the GLT against targets.
* Lead the Sustainability Delivery Group and Sustainability Champions to deliver actions and projects, and report annually on the progress made in the Sustainability Annual Report.
* Integrate and embed the Group’s Sustainability Strategy into all business areas, engaging with departmental Heads and empowering action through Sustainability Champions.
* Quickly pull together project teams or working groups to get new projects or initiatives underway and generating positive outputs swiftly.
* Develop and implement KPIs and targets to track and analyse key sustainability metrics and performance indicators. Assess progress, identify areas for improvement, and report on sustainability outcomes.
* Establish sustainability reporting mechanisms and ensure compliance with relevant regulations, standards, and certifications. Keep up to date with legislation and regulations that affect the Estate.
* Decarbonisation: responsible for overseeing Net Zero and carbon targets with yearly reduction strategies across the business.
* Natural Capital: responsible for the management of the Estate’s natural capital, protecting what we already have and investigating opportunities to improve our balance sheet, ultimately allowing surplus natural capital credit to become a profit centre.
* Climate risk: working with the Head of Risk to ensure climate risk is assessed, monitored, and reported, and that an action plan is in place.
* Work with the Estate Stewardship Team to focus on long-term goals and the sustainability of Goodwood Estate.
* Stakeholder management and engagement on landscape and natural capital matters.
* Manage the annual budget for sustainability activities.
* Identification of, and application for, grant schemes and funding for sustainability projects.
* Ensure relevant internal and external stakeholders remain engaged and passionate about the organisation’s sustainability journey, and ensure sustainability practices are effectively communicated to staff.
* Work with marketing and communications teams to advocate and communicate sustainability programme
* Manage the relationships with the Group’s sustainability partners.
* Collaborate with industry peers, sustainability networks, and relevant organisations to share best practices, contribute to industry-wide sustainability initiatives, and stay updated on emerging trends.
* Act as the main point of contact for sustainability activities with key stakeholders including clients, contractors, and regulators, and act as ‘Sustainability Champion’ on strategic projects (high-value, strategic, key client).
* Relationship management with the Parish Councils, Chichester District Council, South Downs National Park Authority, Sussex Wildlife Trust and any other relevant external bodies.
* Line management of the Estate Project Managers, currently two roles.

**Qualities you will possess**

* Passion for what you do
* Positive and friendly with a “can do attitude”
* Attention to detail
* Ability to prioritise, organise and multi-task
* Quick learner
* Take responsibility for yourself
* Confident to make decisions and to stand by them
* Strong customer service skills
* Excellent communicator
* A sense of fun!

**What do you need to be successful?**

* Substantial and proven experience/background in a commercial sustainability role
* Previous experience running a sustainability programme or strategy
* Ability to prioritise, organise and manage a diverse and complex workload and to work under pressure
* Excellent planning and organisational skills with outstanding attention to detail
* Ability to engage and get the best out of stakeholders, showing both leadership and active listening
* Ability to form and build mutually respectful relationships and trust with existing and new contractors/other managers within Goodwood and build trust/rapport
* Excellent communication skills – both written and verbal – with the ability to influence
* Forecasting and budget control
* Devising and reporting KPIs to demonstrate progress
* Ability to anticipate business needs, respond appropriately to all queries and exceed expectations
* High degree of computer literacy with ability to use the full Microsoft suite. Experience of using LandApp is desirable
* Able to work flexibly to meet the needs of the business
* Creating a customer centred environment