

**GOODWOOD**

**The Role**

The **Sustainability Manager** will be part of the Commercial team and reports to the Chief Commercial Officer.

**About us**

At Goodwood, we celebrate our 300 year history as a quintessentially English Estate, in modern and authentic ways delivering extraordinary and engaging experiences. Our setting, 12,000 acres of West Sussex countryside and our story both play significant roles in Goodwood’s success. What really sets us apart is our people. It is their passion, enthusiasm and belief in the many things we do that makes us the unique, luxury brand we are.

**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 providing the “**world’s leading luxury experience.**”

**Our Values**

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

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| 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 Sustainability Manager is responsible for developing the strategy for the Estate in collaboration with key stakeholders, creating the plan and driving the implementation of this through the General Manager’s into the business. Your ability to effectively measure the output from each initiative is crucial to enable accurate reporting of business improvements.

The role involves working with both internal and external parties to demonstrate Goodwood’s impact on the environment and local community to help steer the organisation to become a fully sustainable Estate in the future.

**Key responsibilities**

* Responsible for developing and presenting key Sustainability Strategies and Policies that will improve Goodwood’s impact on the environment. These will be approved by the Duke of Richmond and the GGMT
* Bring the long-term vison for Sustainability to life by working with Goodwood’s business areas to develop measurable implementation plans and short to medium term targets. You will hold the business areas to account for achieving plans and targets.
* Work closely with procurement to ensure that our contracts are aligned with our sustainability policies
* Responsible for developing and delivering Goodwood’s internal and external reporting on sustainability results, including collating CSR and Sustainability reports for use in PR and Marketing activity that help build our reputation as a sustainable business. There should be one annual report generated that summaries achievements, successes and areas of improvement.
* Responsible for advising the Events business on their ISO accreditation, regularly highlighting areas of concern to the General Managers to enable them to carry out the necessary remedies. You will support the re-evaluation process ensuring they retain the certification.
* Work with the Commercial Team to develop sponsorship opportunities
* Collaborate with the Woodland Trust to ensure that their programmes and achievements are fully integrated
* Review current management systems, tools and training to ensure they effectively support the implementation of the sustainability strategy across the group to attain consistency of approach.
* Contribute to the steering group of Goodwood’s employee engagement brand ‘One Goodwood’ and use this platform to engage employees on Goodwood’s sustainability agenda.
* Regularly analyse CSR and Sustainability trends that could impact Goodwood and make recommendations for change as and when appropriate.

**Qualities you will possess**

* Exceptional attention to detail
* Excellent Communicator
* Self Starter/Results Orientated
* Tenacious
* Highly organised
* Excellent Influencing Skills
* Passion for what you do
* Positive and friendly with a “can do attitude”
* Strong experience and technical knowledge in CSR and sustainability
* Ability to bring excitement and clarity to what you do
* Take responsibility for yourself
* Confident to make decisions and to stand by them
* Good negotiation and influencing skills

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

* Ability to deliver cultural shift and deliver targets through others
* Results orientated and has the ability to take people with them to consistently deliver
* Proven experience and technical knowledge in CSR and sustainability
* Commercially aware
* A champion for responsible and sustainable business with the ability to make the agenda fun and simple
* Ability to work independently with minimal supervision
* Ability to get others excited about important subject matters
* Strong ability to influence others in a complex business to bring about change

Each role is assigned a level against our expected behaviour. Your role levels are set out below.

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| **BEHAVIOUR** | **LEVEL** |
| Think Customer | 3 |
| Communication & Trust | 3 |
| Taking Personal Responsibility | 3 |
| Encouraging Excellence & Commercial Success | 3 |
| Working Together | 3 |