

ROLE PROFILE

Job Title: Energy Director

Location: London

Reports to: Head of Strategic Growth

Division / Dept: Chief of Staff

Summary of the Role's Main Purpose

Reporting into the Head of Strategic Growth, the Energy Director will spearhead the strategic development, delivery, and execution of the company's energy strategy on a Groupwide basis, ensuring that sufficient power is available to meet the growing energy needs of customers as industry and transport de-carbonises. This role is pivotal in creating and retaining value in the company's property assets in ensuring that we have sufficient, reliable, efficient, and cost-effective energy at all of our sites and aligns with our sustainability and de-carbonisation goals.

This role involves leading and managing a small central energy team of experts with a remit on joining to shape and recruit as required into this team, working closely with the Strategic Insights team to gather and analyse customer energy data, forecast future energy requirements, and develop plans to secure additional grid energy and/or implement on-site generation strategies.

The Energy Director will also oversee the Solar Programme manager to ensure execution of solar initiatives and other renewable projects, ensuring they meet budget, targets, and customer expectations and regulatory requirements

The successful candidate will have expert knowledge of electricity systems, extensive industry contacts, and the ability to manage complex energy projects

Principal Accountabilities

- **Energy Strategy Delivery and Execution**
 - Lead the development ,execution and evolution of the company's comprehensive energy strategy, ensuring alignment with business objectives, sustainability goals, and asset value creation.
 - Collaborate with internal and external stakeholders to implement the strategy across the property portfolio, ensuring it meets the current and future energy needs of customers and our properties.
- **Ensuring Sufficient Power for Customers**
 - Ensure that sufficient power is available to meet the growing energy demands of customers, a key driver for creating and retaining value in the company's property assets.
 - Develop and implement strategies to secure reliable, efficient, and cost-effective power supply, scaling capacity as customer needs increase.
 - Work with Grid connections experts to ensure timely and efficient power access, and with internal teams to challenge and refine customer-stated power requirements.
- **Solar Programme Management**
 - Manage the Solar Programme Manager, ensuring the solar strategy is executed effectively across the business.



- Increase total solar capacity in line with budget and targets, ensuring all projects meet customer expectations and target return thresholds.
- Monitor and report on solar projects, ensuring they are delivered on time, within budget, and achieve the desired outcomes.
- **Innovative Solar Strategies**
 - Pilot and integrate innovative solar strategies, such as lightweight solar technologies and sleeved/corporate PPAs, to expand renewable energy offerings.
 - Collaborate with consultants and local teams to test and scale these innovative approaches across the company's property portfolio.
- **Grid Connections and Power Management**
 - Work with SEGRO's Internal Grid connections experts to secure power efficiently, cost-effectively, and in a timely manner.
 - Develop and deploy strategies to ramp up power capacity over time as customer needs increase.
- **On-Site Renewable Energy Projects**
 - Provide technical input into Building and Park/Estate Design to ensure flexibility for integration of future energy solutions
 - Work with consultants and local teams to test feasibility of and pilot on-site renewable energy projects, including solar, batteries, "green gas CHP," shared eHGV charging, microgrids, and smart grid strategies.
 - Oversee the integration of these technologies to provide on-site renewable, affordable, and secure power to company sites. Ensure these projects align with the company's broader energy strategy, customer expectations, and sustainability targets
- **Sustainability and Innovation**
 - Drive the adoption of innovative and sustainable energy solutions across the company's properties.
 - Collaborate with the sustainability team to align energy initiatives with broader environmental goals and green building certifications.
- **Energy Team Management**
 - Lead and manage the energy team, providing direction, support, and professional development opportunities.
 - Foster a culture of innovation, collaboration, and continuous improvement within the team.
- **Customer and Stakeholder Engagement**
 - Act as the key advisor for internal teams on energy-related issues, ensuring they can effectively challenge customer power and solar requirements.
 - Engage with external stakeholders, including energy suppliers, regulators, and industry bodies, to ensure the company's energy needs are met and SEGRO is seen as a thought leader in this area amongst our peers.
- **Project Execution and Oversight**
 - Oversee the planning, execution, and management of complex energy projects from inception to completion.
 - Ensure that all projects, including solar initiatives, are delivered on time, within budget, and meet or exceed set objectives.
- **Future-Proofing and Market Monitoring**
 - Monitor market trends and emerging technologies to ensure the company is in a position to pilot renewable energy technologies once they become commercially viable.
 - Assess opportunities to expand SEGRO's energy offering to attract occupiers and generate additional revenue streams



- Anticipate future energy needs and prepare the company to meet these challenges with innovative solutions.
- Represent SEGRO's energy capabilities in the broader market, fostering relationships with industry stakeholders, driving thought leadership, and working with the Partnerships team to develop policy agenda and advocate to government and regulators.

Core Areas of Knowledge, Skills & Experience

- **Technical Expertise**
 - Deep knowledge of electricity systems, grid connections, and renewable energy technologies
 - Strong understanding of energy markets, capacity procurement strategies, and risk management.
 - Experience in managing and executing solar energy projects, including the integration of innovative solar technologies.
 - Ability to leverage industry contacts and stay ahead of emerging trends and technologies.
- **Leadership and Management**
 - Proven ability to lead and develop cross-functional teams, particularly in managing complex and innovative projects.
 - Strong decision-making skills with the ability to think strategically and execute tactically.
 - Experience in stakeholder management and the ability to influence at all levels.
- **Project Management**
 - Demonstrated experience in managing and executing large-scale, complex energy projects, including solar energy initiatives.
 - Track record of delivering projects on time and within budget.]
- **Strategic Planning**
 - Ability to develop long-term plans that align with the company's decarbonization strategy and future energy needs.
 - Experience in creating and executing strategies that balance customer requirements, cost-effectiveness, and sustainability goals.
- **Analytical Skills**
 - Strong data analysis skills, with the ability to interpret complex energy data and market trends.
 - Proficiency in energy monitoring and reporting tools.?
- **Communication Skills**
 - Excellent written and verbal communication skills, with the ability to present complex information clearly to non-technical audiences.
 - Effective at engaging and influencing both internal and external stakeholders.
- **Collaborative approach**
 - Ability to work collaboratively across teams and jurisdictions

Qualifications and Experience

- **Education**
 - Bachelor's degree in Energy Management, Engineering, Environmental Science, or a related field.
 - Master's degree or relevant certifications



- **Experience**
 - Minimum of 7-10 years of experience
 - Proven track record of delivering and executing successful strategies and managing complex energy projects.

Date of completion: October 2024

At SEGRO we want all of our people to be able to reach their full potential and thrive and we are committed to creating an inclusive environment for all employees, where everyone can be themselves, have access to fulfilling careers and opportunities, and feel supported.