

Sustainability Manager, Sustainability, Group Operations

Full-time, permanent

London / Slough

Closing Date: EOD Friday 15 July 2022

About us?

SEGRO is a UK Real Estate Investment Trust (REIT) and listed on the London Stock Exchange in the FTSE 100 index. For over 100 years SEGRO has been creating the space that enables extraordinary things to happen.

We invest in high-quality real estate, actively manage our portfolio and sell assets to crystallise attractive returns. We own, manage, and develop light industrial property and modern warehouses with a portfolio comprising 8 million square metres of space (86 million square feet), valued at £18 billion. We are spread strategically across locations in the UK and in Continental Europe.

Our goal is to be the leading owner, manager and developer of industrial properties in Europe and the partner of choice for our customers.

Why work for us?

94% - employees feel engaged (2020 employee survey)

SEGRO is a friendly, vibrant community. We believe SEGRO people are amongst the best in our industry. We have a talented and committed team of employees in the UK and across Continental Europe. Our aim is to continue to attract, develop and retain the best and brightest employees in the industry.

We are proud of our track record in spotting and nurturing talent. Our ambition is to make sure every individual has the opportunity to maximize their potential and their careers with SEGRO.

What are we looking for?

We are currently looking to appoint a Sustainability Manager.

This role will work in conjunction with the Director, Sustainability, Group Operations to deliver SEGRO's net zero carbon strategy as part of the Responsible SEGRO Framework.

This role will support teams across the UK and Europe by providing technical assistance and sustainability expertise, enabling SEGRO to implement its sustainability strategy.

The role's principal accountabilities will be in:

Project Management

- Delivery of the technical sustainability strategy, including proposing the business plan for several of the key workstreams, allocating budget to activities in the year and ensuring the plan is delivered on time and on budget. Key workstreams include energy efficiency programmes; renewable energy generation and procurement; reducing embodied carbon and measurement through life cycle assessments.
- Developing ideas and strategies to commercialise, generate income and add value through sustainability projects.
- Working with the Sustainability Project Manager on projects such as rooftop solar photovoltaics and upgrades to LED lighting to meet EPC targets for the portfolio.

Reporting

- Managing, automating and improving SEGRO's data and reporting processes.
- Responsibility for SEGRO's sustainability data for external and internal reporting purposes – energy, water, scope 3 carbon emissions and environmental certifications.
- Working with the Energy Manager to collect/collate the data, monitor progress against targets, and work with Investor Relations.
- Working with Marketing team to produce compelling and coherent reports on SEGRO's sustainability progress for both external and internal reporting purposes (Annual Report, Responsible SEGRO Data Pack, Green Bond Reports)
- Leading the response to various ESG indices (GRESB, Carbon Disclosure Project, FTSE4Good Sustainability and Dow Jones Sustainability Index).

Collaboration

- Working alongside the relevant internal SEGRO team as well as managing a number of consultants independently to ensure delivery of a wide range of projects such as environmental management, land contamination, Energy Performance Certifications and biodiversity.
- Representing SEGRO on relevant professional bodies – e.g UK Green Building Council, British Property Federation, Better Buildings Partnership.
- Undertaking sustainability assessments on new suppliers to support the procurement team and develop strategies to engage with the supply chain to reduce carbon emissions.

Risk Management

- Managing the Legislative Risk Register to ensure that SEGRO is aware of proposed and actual changes to sustainability legislation in each territory in which we operate and are compliant with it and work towards obtaining commercial solutions.
- Assessing SEGRO's physical and transitional risks to climate change in line with TCFD requirements and best practice and contribute to group wide review of building design in anticipation of climate change.

You will have...

- Sound technical knowledge of a broad range of sustainability issues and of relevant data management and reporting tools
- Good knowledge of legal/local planning requirements around sustainability in the UK and Europe
- Innovative and creative thinker with an aptitude for problem solving
- Competency in managing a range of complex data sets and generating insightful high-level outputs
- A keen interest and understanding of construction, engineering and sustainability issues
- General commercial awareness within a corporate environment
- Strong influencing skills
- Flexibility as a team player, plus the ability to drive results and deliver benefits
- Excellent interpersonal and communication skills, with the ability to operate across an organisation at all levels and across Europe.
- Strong knowledge of the GHG Protocol, Net Zero Carbon, Science-Based Targets and Race to Zero.

It would also be nice for you to have...

- Membership of Professional body – IEMA, CISBE or similar
- Second European language
- Licensed BREEAM or LEED assessor status and / or experience with these certification systems
- Experience in Environmental Performance Certification
- Experience in Life Cycle Analysis
- Experience in building design and real estate portfolio management

Special job requirements:

- Willingness and ability to travel within the UK and Europe
- Full driving license

What we offer...

Competitive package including 25 days annual leave, private health care, pension, life assurance. As well as an annual medical check-up, a wellbeing programme and an annual charity day of giving.

We provide excellent opportunities for training and development, supporting employees with their career ambitions. We have a range of high-quality education and training on personal and professional skills that enable our people to fulfil their potential.

All employees participate in our annual bonus scheme and have the opportunity to own a stake in the company through share schemes open to everyone.

How to apply:

If you would like to be considered for this role, please send your CV with covering letter detailing your suitability for the role to HR.Recruitment@SEGRO.com by EOD 15 July 2022.

**SEGRO is an equal opportunities employer.
No Agencies please.**

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.