**Job Description**

**Chief Sustainability Officer**

**Grade** BCP Grade P

**Directorate** Marketing, Communications and Policy

**Reports to** Director of Policy, Marketing and Communications

**Responsible for** Leading the Council’s sustainability agenda and response to climate change

**Number of posts** 4 direct reports

**My job improves the quality of life for the people of Bournemouth Christchurch and Poole by** having a considerable impact on mitigating the effects of climate change by working with others to reduce carbon output and embed sustainability plans for the council and region and reach crucial net zero targets.

**Job Overview**

The Chief Climate Officer will be responsible for developing and executing the council’s commitments to Net Zero by driving change and performance, ensuring environmental stewardship and driving initiatives that deliver against our climate targets for the council and the wider BCP area.

Leading with initiative and decisiveness, this role will help the council achieve its long-term sustainability goals, deliver against net zero targets and embed best practice and corporate responsibilities by translating strategy into successful service delivery.

Proactive stakeholder management is key, and this role will work with the Chief Executive, Corporate Management Board, Leader and Cabinet, to drive the climate and sustainability agendas, ensuring the council’s plans meet political priorities while delivering statutory requirements and strategic intentions.

It will lead and implement the council’s climate priorities, ensuring alignment to the council’s corporate strategy and corporate social responsibilities and work across directorates. It will explore, identify and deliver funding opportunities and models to deliver the programmes needed to reach net zero.

The role is responsible for the council’s response to the climate and environment emergency across a broad portfolio of activity from energy supply, housing and estate retrofit, and transport. As such, this role provides an opportunity to fully integrate these across the council’s policies and services.

## Key Responsibilities

* Provide dynamic leadership, strategic direction, and effective management to lead the delivery of the Council’s climate and environmental ambitions.
* Identify opportunities to innovate and develop delivery models that meet market demand while contributing to carbon reduction.
* Lead the development and delivery of the Council’s vision and strategic direction, setting interim targets and pathways to net zero over the short, medium and long-term.
* Be responsible for the Council’s climate emergency response providing strategic direction and leadership, operational management and financial control.
* Work proactively with strategic finance and procurement to deliver sustainable, innovative and legal solutions to funding and delivering net zero projects.
* Establish key performance indicators KPI’s, and track progress against measures and targets.
* Work proactively officers and members all directorates to provide integrated activities, resources and projects while driving efficiency and effectiveness.
* Seek and develop productive relationships with a broad range of internal and external partners and stakeholders to take a collaborative approach and overcome barriers to achieve regional outcomes through confident leadership.
* Be a lead figure in advising and shaping the green future of BCP as a place.
* Establish good working relationships with central government (DESNZ) and regional bodies such as SW Net Zero Hub, becoming a trusted voice at the table to guide regional and national priorities.
* Keep continually updated with all new government legislation and sector best practice to implement council-wide and regional changes when required to ensure compliance.
* Instil a council-wide culture of measurement and data-led decision-making to ensure policies are fit for purpose, impactful and measurable
* Anticipate emerging risks and opportunities, leading the team to respond appropriately and creatively to influence activity and long-term activity.
* Provide insight, advice and challenge alongside peers as part of the directorate’s senior leadership team
* Manage the allocated budget effectively and flexibly to deliver service objectives and in line with the council’s finance policies – monitoring spend, risks and opportunities and reforecasting regularly.
* May enter into negotiations and act on behalf of the Council
* Be a role model for the Council’s values and behaviours, addressing poor behaviour swiftly and encouraging others to do the same
* Act as an ambassador for the Council and region, promoting and seeking opportunities to build on the council’s climate reputation.
* Understand the unique operating environment of a large Unitary Authority with a complex political landscape.

## Specific Qualifications and Experience

* Proven experience in a senior climate/sustainability role, with a breadth of understanding of all areas.
* Demonstrable experience of setting strategy and translating this into deliverable outcomes and shaping shared team strategies and objectives.
* Educated to degree level (or equivalent experience) in a related field
* Advanced relevant professional qualification or equivalent experience, with evidence of continuous professional development and understanding of industry best practice
* Deep specialist knowledge of a range of leading climate disciplines in a complex organisation.
* Experience of leading a multi-disciplinary team in complex roles and establishing a high-performance culture using best-practice people management tools and techniques
* Thorough knowledge of project management gained through extensive experience
* Experience of effective change management to deliver strategic transformation
* Ability to build long-term internal and external relationships, providing constructive challenge and influence to drive innovation and create joint solutions to reach net zero targets
* Experience of the work practices, processes and procedures relevant to own area of work, including sustainability, climate action and policy
* Deep understanding of complex public and private funding streams
* Good political acumen with experience of working productively with elected members to gain consensus and shape strategy.

## Personal Qualities & Attributes

* Able to make evidence-based and outcome focussed decisions that will have a major impact on council policy and activity, using proactive risk management to ensure the quality of the service is maintained.
* Able to assemble complex evidence and information to provide challenge and insight in areas where you may not always be the expert.
* Ability to set clear team objectives and priorities linked to the corporate strategy
* Able to build, lead, inspire and motivate a diverse team
* Able to establish professional relationships across a broad range of internal and external stakeholders to develop shared approaches with colleagues and enable joined-up planning and shared values and objectives
* Able to critically assess demand, delegate appropriate resource and deliver constructive challenge diplomatically
* Ability to deliver complex projects, seek external funding and delivery partnerships
* Inspire professional curiosity, innovation and continuous improvement
* Appreciate diversity in both customers and colleagues and consider their specific needs
* Ability to manage conflicting and competing priorities effectively, with resilience, to keep management performance on track during periods of uncertainty and change