

HEAD OF SUSTAINABILITY

CANDIDATE INFORMATION



HEAD OF SUSTAINABILITY

OVERVIEW



WHO IS WORKSPACE?

Workspace is a FTSE 250 listed Real Estate Investment Trust and a member of the European Public Real Estate Association. Established in 1987, and listed on the London Stock Exchange since 1993, Workspace manages four million sq. ft. of business space across 60 properties throughout the capital.

Workspace is home to London's brightest businesses, including established brands such as Citymapper, Walt Disney, Hugo Boss, Sonos and Endemol, as well as fast-growing, emerging businesses like Bloom & Wild, Astrid & Muji and BullDog. Workspace's purpose is to give businesses the freedom to grow, because they believe that in the right space, teams can achieve more. They offer liberating spaces where businesses can shine - their unique portfolio of iconic London buildings provide a home for SMEs to express their own identity and grow their own culture in their own space.

OBJECTIVE

Workspace is looking to identify a new Head of Sustainability. Reporting into the Development Director, you'll have the responsibility and autonomy to take the business to the next level and create a lasting legacy for the business, their tenants and the communities in which they operate.

- You will be the driving force behind their Environmental, Social and Governance (ESG) agenda
- Improve the ESG performance of the business and supply chain
- Ensure compliance with mandatory reporting and report into industry benchmarks to drive best practice
- Engage with key internal and external stakeholders on ESG matters to drive change

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London (flexible working until office reopens)



Competitive Salary + Package + up to 35% Bonus



Team of two (growing)

3,000

Customers ranging from start-ups to established brands

60

Properties across London

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We are the
home to
London's
brightest
businesses

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HEAD OF SUSTAINABILITY

ABOUT THE ROLE



The main responsibilities within the role will include:

SUSTAINABILITY TEAM LEADER

- Plan, deliver and review the 'Doing The Right Thing' (DTRT) ESG Strategy
- Chair the ESG Committee to deliver the B Corp Improvement Plan
- Monitor progress and deliver 2030 net zero and science-based targets
- Lead the Sustainability Team
- Routinely present to the Board and Executive Committee on ESG matters and provide a monthly ESG report for the Board Pack
- Manage third party contracts and budgets e.g. energy brokers, sustainability consultants, EPC assessors, Team Sigma
- Manage partnerships and contribute in working groups e.g. Better Building Partnership (BBP), British Property Federation (BPF), Islington Sustainable Energy Partnership (ISEP)
- Review their performance against peers to identify areas to improve

REPORTING

- Ensure compliance with Greenhouse Gas (GHG) and Streamlined Energy & Carbon Reporting (SECR), Heat network regulations, Energy Savings Opportunity Scheme (ESOS), Minimum Energy Efficiency Standard (MEES)
- Report against Taskforce on Climate-related Financial Disclosure (TCFD)
- Set and report against ESG objectives and targets
- Provide content for the DTRT section for the Annual Report & Accounts
- Oversee and have overall responsibility for voluntary reporting frameworks such as GHG, CDP, GRESB, EPRA, REEB and FTSE4Good Index



Head of Sustainability

ABOUT THE ROLE

Other responsibilities will include:

ENERGY MANAGEMENT

- Manage energy renewals and ensure all supplies are in contract
- Ensure customers have access to their energy consumption profiles on Optergy
- Research new technologies and the feasibility of adoption across the portfolio to benefit Workspace and our customers through energy and cost savings
- Monitor energy performance across the portfolio and review energy intensities
- Manage data collection and oversee the automatic meter reader (AMR) roll out

DEVELOPMENT

- Set ESG objectives and targets for the Building and Development Teams
- Monitor performance against targets, particularly scope 3 embodied carbon science-based target
- Review scope 3 indirect emissions associated with our development and refurbishment activities and explore ways in which we can reduce our overall environmental impact
- Collect and document green building certifications e.g. BREEAM, Ska ratings

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STAKEHOLDER ENGAGEMENT

- Implement sustainability initiatives and campaigns for energy, water, waste, biodiversity, health and wellbeing and community engagement as part of our DTRT strategy
- Work closely with the internal marketing team to improve communication around ESG to our external stakeholders
- Engage directly with customers through setting up Environmental Groups
- Engage with employees through workshops, campaigns, Teams & Sharepoint

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ABOUT THE ROLE

YOUR PROFILE

You will also have the following attributes:

- Leadership experience within the built environment
- A degree or specialist qualifications in related discipline
- Excellent knowledge and experience in completing mandatory and voluntary reporting frameworks such as GHG, CDP, GRESB, EPRA SBPR, REEB and FTSE4Good Index
- B Corp experience would be a strong advantage
- Familiar with energy management systems, energy profiles and half hourly data
- Passionate about tackling the climate crisis and addressing the wider sustainability agenda

The following competencies are key skillsets needed in order to be successful in the role:

1

Executive Influence

2

Driving Change Through
Others

3

Strategy Development &
Delivery





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We acknowledge there is a climate emergency and recognise that the building and construction industry significantly contributes to the global carbon footprint. This is why we want to play our part in Building Back Better and transition to a green economy, by becoming a net zero carbon business by 2030. First and foremost, we will be focusing our efforts on driving down our operational and embodied carbon emissions in line with our approved science-based targets, aligned to limit global warming to 1.5°C - **Graham Clemett, CEO Workspace Group PLC**

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SUSTAINABILITY

NET ZERO GOAL

Workspace has committed to the following science-based targets to achieve their net zero carbon goal:

1

Reduce absolute scope 1 GHG emissions 42% by FY2030 from a FY2020 base year

2

Continue annually sourcing 100% renewable electricity through FY2030

3

Reduce scope 3 GHG from capital goods 20% per square foot of net lettable area by FY2030 from a FY2020 base year



SUSTAINABILITY IN THE WORKPLACE

Sustainability is embedded across all areas of the business and is a top priority for Workspace. As a long-term provider of historic properties across the capital, they play a key role in the employment led regeneration of areas all over London. With properties across 15 boroughs of London, they take responsibility to positively impact and support their local communities in many ways. Their 'InspiresMe' programme is a key part of our 'Doing The Right Thing' strategy which focuses on supporting disadvantaged young people in London. Through their 'InspiresMe' programme, they have organised CV and career workshops and provided interview practice and work experience placements.

Through the 'Doing The Right Thing' initiatives they actively encourage their employees to involve themselves in the communities with "Show you care" being an integral part of the company's corporate culture. Employees volunteer both their time and their skills to make a positive impact on their local community. To find out more about their 'Doing The Right Thing' scheme, please [click here](#).

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RECRUITMENT PROCESS



Acre will be your point of contact throughout the process and will manage any offers made.



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DIVERSITY & INCLUSION

Diversity drives innovation and accelerates businesses and enterprises towards their missions. As such we are wholly committed to partnering with clients and candidates alike to foster a more inclusive, sustainable future for generations to come.

Acre is committed to creating progressive and diverse workplaces, both for ourselves and for the organisations we support. It is important to us that we offer equal opportunities in the recruitment processes that we run. With that, we welcome applications

from across the spectrum of potential candidates and do not discriminate on the basis of race, religion, disabilities, ethnicity, national origin, gender, sexual orientation, age, or marital status.

If you require specific aid or accommodation in order to participate in the job application or interview process, please let us know and we will work with you to ensure that your accessibility needs are met.

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ACRE INTERVIEW



2ND STAGE WITH ANGUS
BOAG



LEADERSHIP ASSESSMENT



FINAL INTERVIEW WITH
CEO



OFFER STAGE

