



THE TIMES
THE SUNDAY TIMES

**GOOD
UNIVERSITY
GUIDE
2023**

**UNIVERSITY
OF THE
YEAR**

Appointment Brief

Director of Sustainability

May 2023

Reference: IAVXD



About the University

Fifty years of achievement have seen the University of Bath grow into a globally recognised institution with over 20,000 students from 153 countries. We believe in offering our students a well-rounded education: high quality teaching from research-led academics; placements as a feature of many of our undergraduate courses, supporting strong employability; a substantial and growing range of options for post-graduate study; and extra-curricular activities such as our award-winning sports. The result: a very engaged, high-quality student body with strong values, impressive achievements, and excellent levels of student satisfaction. We were named the 'University of the Year' and ranked 8th best university in the UK by The Times and The Sunday Times Good University Guide 2023.

Ours is a learning community, as students and academics work closely together in education and research. While this is frequently a transformative experience for students, the reach is very much wider, contributing to local and global understanding of the world in which we find ourselves. Our academics collaborate across traditional and emerging subject areas so that our research has practical applications with social and economic benefit. We continue to invest in new facilities and people to grow the impact of our research. We make a positive contribution to our community and the vigour of our local economy, accounting for around £380 million Gross Value Added (GVA) in Bath and North East Somerset and £1.2 billion to the UK. We work closely with globally recognised as well as small and specialised industrial and commercial partners and our Innovation Centre grows new businesses

We are a vibrant, close-knit, intellectual, cultural, sporting, and social community who are proud of what we do and who we are, committed to using our skills and expertise to discover and solve real-world problems. From the beginning, the University was designed to be different, innovative, and inclusive.

Our compact campus provides a sense of community which underpins our commitment to collegiality. A lively, international, and impactful alumni community helps us reach out into the world. Linking with partners who are both national and international, industrial, and social, this is a place where social sciences, humanities, the arts, engineering, and the broader sciences, come together to benefit wider global society.



The University of Bath is known as an innovative leader in all areas of student experience, teaching and learning, research, and international profile:

- Named the University of the Year by The Times and The Sunday Times Good University Guide 2023
- Ranked 8th best university in the UK by The Times and The Sunday Times Good University Guide 2023
- Ranked 7th best university in the UK, and 5th for career prospects after 15 months, by the Guardian University Guide 2023
- Ranked 8th best university in the UK in the Complete University Guide 2023
- Ranked 9th in The Times Higher Education 'Table of Tables' 2022
- Placed in the Top 100 of the international QS Graduate Employability Rankings 2022
- 86% for overall student satisfaction in the National Student Survey 2022. This means we're ranked 1st in England and 3rd in the UK when comparing institutions listed in the Guardian University Guide

A snapshot of innovative areas of research, knowledge exchange and education across the university includes:

Based at the Bristol Bath Science Park, the [Institute for Advanced Automotive Propulsion Systems](#) (IAAPS) will be industry focused and compete on a global scale to support the UK in delivering transformational research in the years to come. Combining the world's best engineers with industry, underpinned by a track record in expertise and delivery from the University of Bath, IAAPS can help deliver the vehicles of the future, securing jobs and investment.

[The Milner Centre for Evolution](#) brings together our intellectual expertise in evolution research in this state-of-the-art research facility. This Centre asks the big evolutionary questions, finds new technological and clinical research applications, and takes evolutionary research into the community.

Led by the University of Bath, [The Institute of Coding](#) brings together universities, large corporates, small and medium sized enterprises, established industry groups, experts in the delivery of distance and non-traditional learning and professional bodies to develop and deliver innovative, industry-focused education across the UK.

A new high-profile [International Olympic Committee \(IOC\) Research Centre](#) to focus on injury prevention in sport will be based at the universities of Bath and Edinburgh. For over a decade, the University of Bath has been leading ground-breaking research to improve player safety in rugby. Major projects completed with England Rugby and World Rugby directly informed scrum law changes. Most recently, its development of the injury prevention programme, 'Activate', led to its global roll-out by World Rugby.

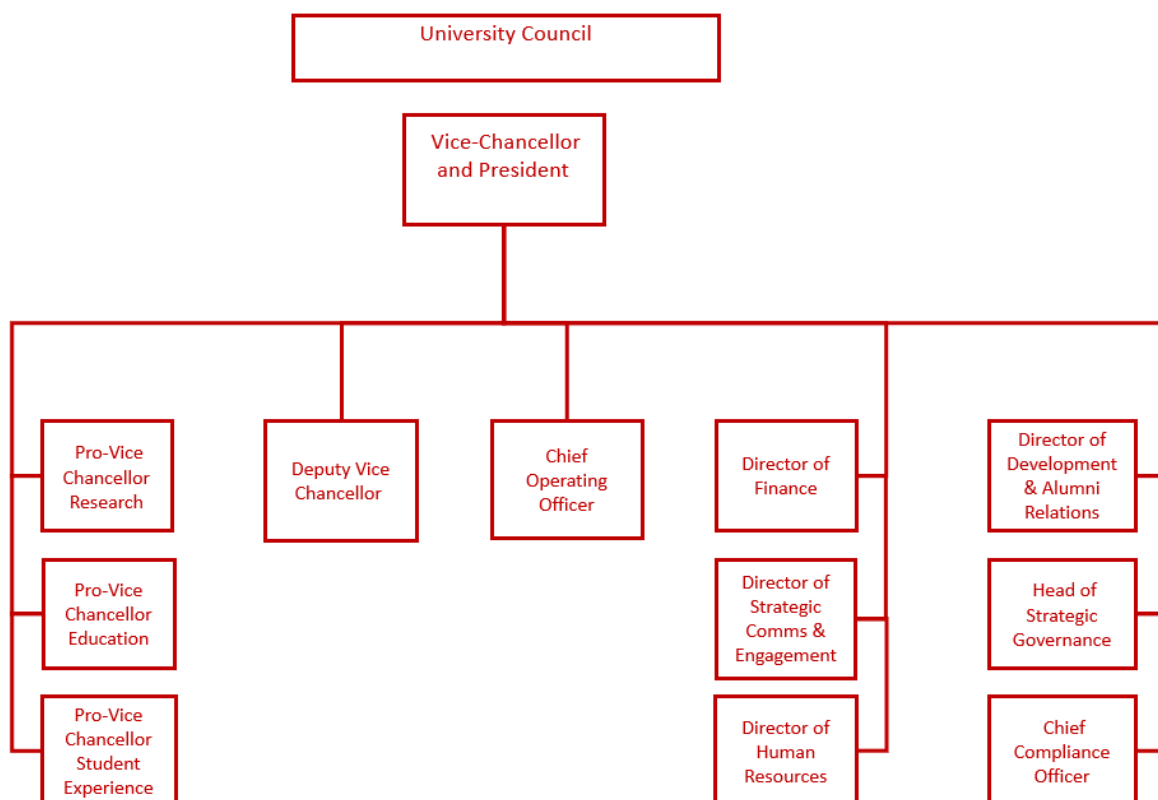
University Strategy

Over the next five years, we'll seek to enhance our global position within the top world-leading institutions. We'll do this in ways that respect and support our community, our values, and our environment. Our new five-year University Strategy, 'Our University, Our Future: Connected' has four pillars: fostering an outstanding and inclusive community; driving excellence in education; driving high-impact research; and enhancing strategic partnerships. Building on our distinctive, nationally-leading position in the higher education sector, we will seek to advance our impact by:

- Growing our reputation for University education through internationally leading courses which are rigorous, relevant and pioneering and which attract highly achieving students from diverse backgrounds, enhanced by high-value placement and extracurricular opportunities to help students to take their ideas and passions to the next level
- Growing our research strength to drive research quality, achievement and impact at international levels
- Growing our identity as a strong learning community in which collective endeavour and a culture of care enable the flourishing of all
- Growing our strategic civic, corporate and international partnerships to allow us to fulfil our ambitious vision in education, research and enterprise

For more information, please visit [The University of Bath Strategy 2021 to 2026](#)

University Senior Leadership Structure





The role of Director of Sustainability

The University's published Strategy lists "Supporting a sustainable community" as one of its five Core Values and in addition stresses Sustainability as a key area of research focus. Sustainability is also a priority in Curriculum Transformation. The University's Strategy also references the United Nation's Sustainable Development Goals (UN-SDGs). There are a number of leading sustainability initiatives already established, including the Climate Action Framework (CAF) and it's team which will report into this role.

Embedding sustainability into University operations is important. However, we also recognise that to make the biggest impact, we need to make informed choices which have the maximum impact per unit of investment, this being validated by data. A requirement of this post will be systematic thinking; an ability to build the right sustainability plans using robust tools, models and data sets to enable decisions to be made. The plan should seek to ensure that institutional targets can be achieved in a cost-effective manner with maximum impact, and carbon savings should be routinely tracked and benchmarked. The role will be critical in enabling decision makers to assess feasibility and ease of integration with other programs. Following approval of plans, the Director of Sustainability will work with other leaders to ensure their successful delivery.

Working in partnership with other leaders across the institution, the Director of Sustainability is responsible for the planning, co-ordination and delivery of carbon-reduction activities overall across all areas of the University in order to meet our institutional commitments.

Key Responsibilities

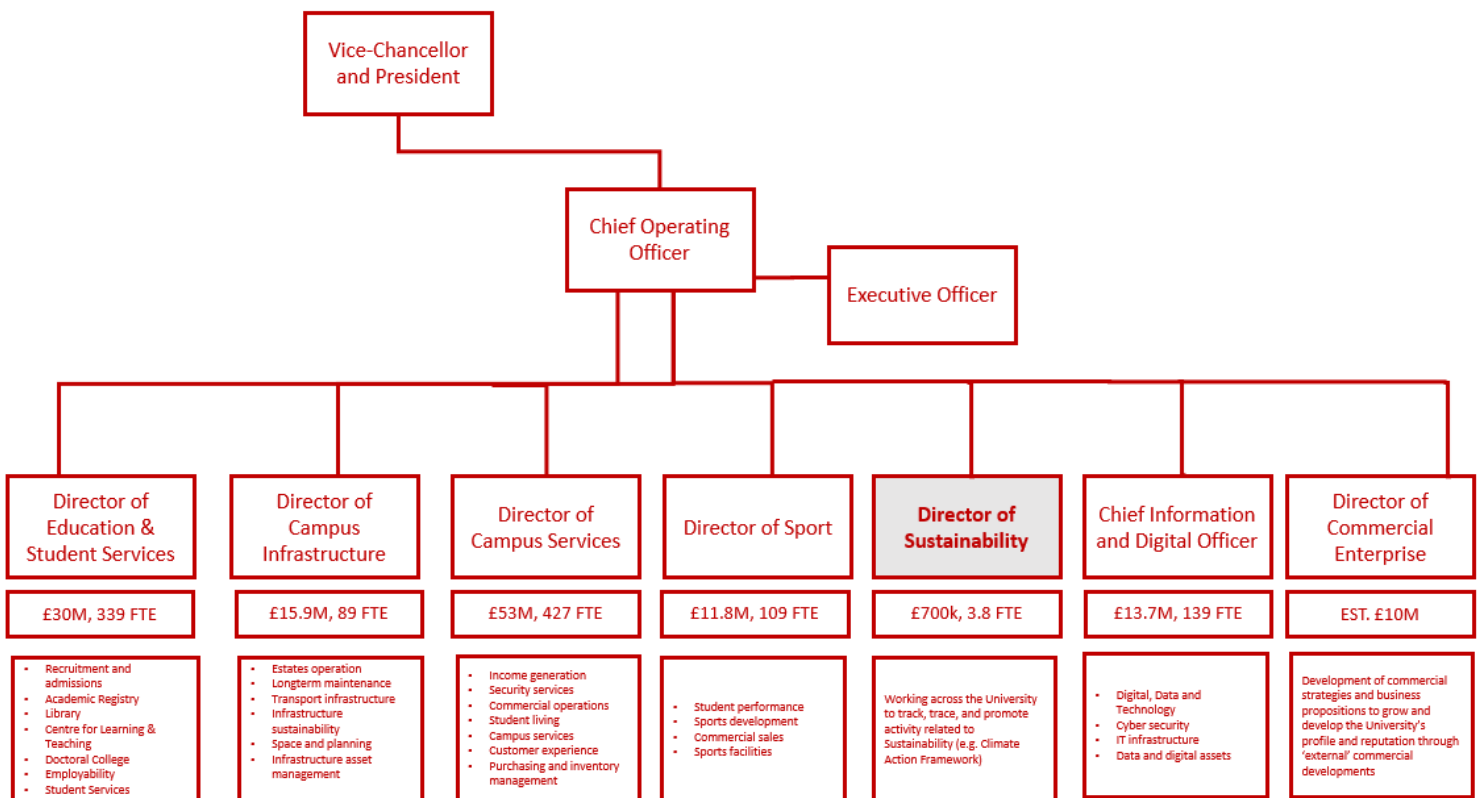
- Establish a clear understanding of the University goals and targets for carbon-reduction activities, with the University's executive team, ensuring priorities are understood and shared by all.
- Lead on the embedding of Sustainability into the University's operation; reflecting agreed priorities and focusing on areas of the biggest impact.
- Develop a cost-effective plan for immediate and longer-term carbon and related wider sustainability interventions to meet institutional targets, using financial savings from interventions to allow continuing improvements to be made.
- Ensure delivery of the carbon reduction metrics previously agreed by the University's executive team, prioritising interventions on the basis of TCO₂ saved/£ invested and £ saved/£ invested.
- Draw on data, both existing, and where necessary sourcing external input, to create clear insights into levels of current activities and opportunities for carbon savings.
- Create appropriate tools to enable data-driven decisions on carbon reduction activities. Work with colleagues in relevant areas (such as Finance and Planning/Projects Office) to ensure that approaches to the development of tools promotes and encourages the alignment of activities and goals.
- Implement appropriate reporting tools to track the success of sustainability initiatives.
- Work in collaboration with key stakeholders, including but not limited to Campus Infrastructure, Campus Services, Finance and Planning to identify and seize on opportunities that align with the sustainability agenda.
- Work with the Communications teams to ensure communications on the sustainability agenda support and are in line with institutional priorities.
- Provide information, insight and advice to senior leaders across the University on sustainability options, choices and impacts – in relation to the strategies they are delivering.

- Management of the CAF Team. Provide appropriate vision, advice, and guidance to support the successes of the team, and development those within it.
- Work with the Director of Campus Infrastructure to ensure any major infrastructure activities are supported to consider sustainability issues, in line with the above metrics, at an early stage.
- Support the University to consider it's position in relation to the United Nation's Sustainable Development Goals and how these might be used to impact our rankings.
- Keep abreast of developments in sustainability, including national policy and practice, issues affecting the HE sector, technology developments including relevant legislation, and informing strategy and delivery in the University accordingly.

Location: This post will be based at the Claverton Down campus, Bath and any other location of services run by the University of Bath.

Reporting to: Chief Operating Officer (COO)

Chief Operating Officer's Team Structure



Person Specification

Knowledge and qualifications

- Expert knowledge of carbon-reduction practices applied at an institutional/organisational level, as evidenced through post-graduate qualifications, equivalent professional memberships or specific professional experience
- Strong applied knowledge of data-driven approaches to reporting, modelling, and tracking carbon reduction activities and as evidenced through training and experience

Experience

- Strong financial acumen; previous experience of drawing up financial frameworks/models to provide clear linkages to of TCO₂ saved/£ invested and £ saved/£ invested
- Successful experience of working within a matrix setup, building strong collaborative relationships to enact change – leveraging institutional goals to build consensus around priorities and actions
- Experience of working with confidence at senior level to unite disparity activity and create linkages between decisions
- Proven experience of initiating, driving and delivering strategically led change in large, complex organisations
- Line management experience; able to motivate, challenge and focus a passionate and committed team

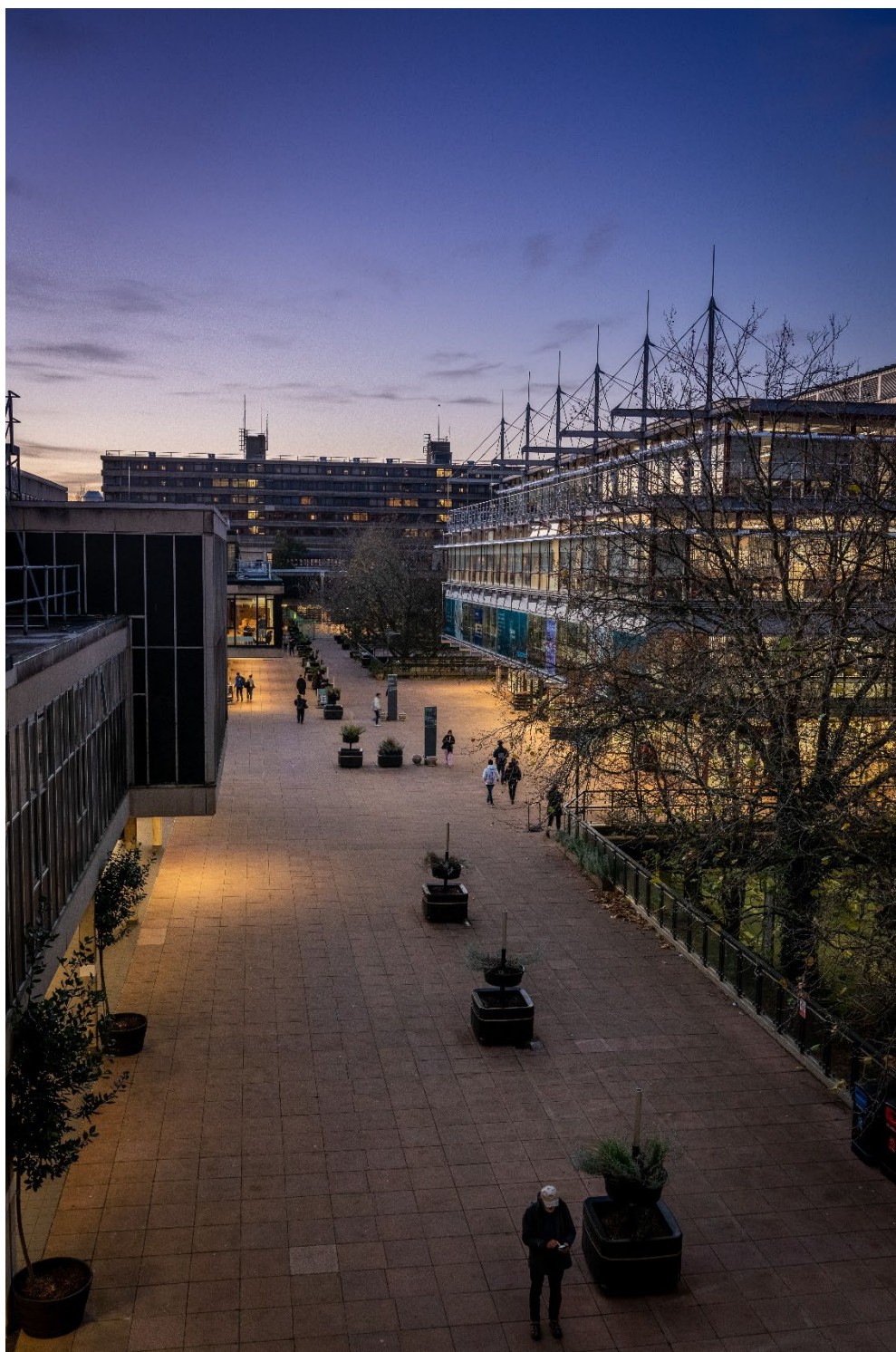
Qualities

- An expert collaborator, the individual will need to be able to recognise institutional priorities and help seize opportunities for carbon reduction
- A data-driven approach, building bridges between goals of different areas, the role holder will unite disparate activities to ensure we take the right steps forward
- Ability to build effective partnerships and collaborations between individuals and stakeholder groups, engendering shared purpose and the opportunity and motivation to achieve objectives.
- Strategic planning and implementation, including comprehensive programme and project management skills
- Excellent written and oral communication and presentation skills to engage diverse stakeholders effectively with complex issues and ideas
- A good listener. Operates with integrity and openness in an inclusive manner, and encourages collegiality through an engaging leadership style
- Sensitivity to the complex relational and political environment, both local and national, which influences the effective delivery of the University's mission and HE as a whole

Our Commitment to you

We have a strong commitment to the people we employ and value the contributions made by all our staff. We aim to be an inclusive university, where difference is celebrated, respected and encouraged. We truly believe that diversity of experience, perspectives, and backgrounds leads to a better environment for our employees and students, creating a culture that enhances health and wellbeing across our community.

We hold an Athena Swan Silver award, and are very proud to have recently received Ambassadors for Autism certification and are an accredited Disability Confident Leader; committed to building disability confidence and supporting disabled staff.



How to Apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the University of Bath on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code IAVXD.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Monday 19th June 2023**.

* The equal opportunities monitoring online form will not be shared with anyone involved in assessing your application. Please complete as part of the application process.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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