

JOB DESCRIPTION

Job Title	Academic Leader for Sustainability
Division:	Office of the Provost
Job family and level:	Academic and Research
Responsible to:	Associate Provost (Academic Planning)
Contract:	0.25 FTE, two-years initially. The Grantham Institute will pay 25% of the post-holder's current salary with equivalent reduction from the current department. You will reside within the Grantham Institute for this role, hold discretionary funding for projects and have access to administrative support.
Key Working Relationships:	(Internal) Members of the President's and Provost's Boards (especially those overseeing Research, Education and Operations), senior colleagues within Estates and Facilities, senior colleagues within Faculties and departments responsible for buildings and services, Heads of Departments/Divisions, Imperial College Union and Students' Union Officers, Chairs and members of the College's committees and working groups on energy, estates and facilities, including at the White City campus. (External) Membership bodies, such as Environmental Association of Universities and Colleges, London Universities Environmental Group, Aldersgate Group, Russell Group and other relevant national and international networks, expert bodies and other universities
Location:	South Kensington campus initially
Administrative support:	TBC

Post Overview:

The College is seeking a dedicated member of the academic staff to lead its commitment to promoting sustainability across its whole portfolio of activities. This is initially a 0.25 FTE role because it is essential that, in order to ensure the success of proposed initiatives or changes, the post holder keeps a secure foothold in departmental and College life and retains day-to-day responsibilities for e.g. managing people, operational issues, teaching our students and enhancing their experience, or undertaking research.

The overarching responsibility is to engage with senior leaders across the College to help facilitate appropriate and necessary practical and cultural change. This post combines a 'champion' role for sustainability with responsibility for contributing to the development and embedding of the College's sustainability objectives, as stated in the Greening Imperial call to action, approved by Provost's Board in 2018.

Sustainability should be a core element across Imperial's strategies. The college's research encompasses many relevant areas including engineering solutions to environmental change, sustainable health and climate finance. Partly through the Grantham Institute and Centre for Environmental Policy, the policy applications of this research are made available for wider consumption and action. It is important that the College also leads by example in its own actions in this area. The Academic Champion for Sustainability will work across College, and in close collaboration with colleagues, to implement positive change in its own operations, but also through the research, education and innovation remits of the College's Strategy.

The post holder will also contribute to ensuring that the College implements best practice in considering its environmental impact, in West London and more widely, and how it can become a leader in action on sustainability.

Key Responsibilities/Duties:

Leadership, Strategy and Planning

To support and lead the implementation of the Greening Imperial call for action, in the context of global efforts and agreements on climate change.

To create and nurture a 'Greening Imperial' culture and community that is embraced by the majority of College staff and students.

To devise and implement an action plan to deliver the strategy against realistic agreed targets.

To monitor progress in achieving these targets, and to hold the College community to account; metrics should be widely publicised to encourage participation.

To improve reporting and communication of sustainability goals and achievements; in particular upgrade the sustainability/environment website and publish an annual sustainability report.

Specific Initiatives

To ensure that issues of sustainability, including energy use, carbon footprint and waste management, are embedded in day-to-day practice across the College's operations.

To encourage and stimulate green activity across College to ensure that all sections are aware of, and acting on, their environmental responsibilities. To facilitate acquiring resources for bottom-up initiatives from students and staff.

To propose meaningful sustainability targets and actions to achieve them that are consistent with national and local targets, and put College in a leadership position. Possible specific issues to be covered include greenhouse gas emissions, waste management, chemical footprint, sustainable transport and water use.

To keep abreast of sustainability-related evidence-based policy and research outcomes, international developments, pending and new legislation, government proposals, initiatives within the HE sector, and public and private sector developments, so as to help ensure and promote the College proactively as an exemplar of best practice.

To work closely with the Director of Student Services, the Imperial College Student Union, the Head of Estates, Heads of Departments and Directors of Institutes to promote a positive and proactive attitude towards delivering these targets – this will include promoting awareness for both our staff and students.

To stimulate the implementation within the college campuses, especially White City, of demonstrators of relevant technologies that have emerged from Imperial researchers.

To be involved, as appropriate, in specific external accreditation and recognition initiatives for example, but not limited to, People & Planet University League, UI Green metrics, Green Gown Awards etc..

To identify what data collection, monitoring and analysis is required that will enable Imperial to better understand its climate and environmental impacts, how to reduce them and demonstrate progress internally and externally.

To identify where it might be possible to increase exposure and opportunities for students and staff to learn about sustainability and climate change.

To inspire and facilitate Imperial to become a go-to resource of sustainability content for the public, industry and policy-makers.

Communications and Events

To encourage and develop a wider appreciation of the College's sustainability activities, achievements and ambitions by contributing to informative and regular communications either through existing channels or through new, bespoke communication routes and networks.

To be active in organising aspects of events that showcase the College's commitment to the environment and climate change and to ensure that other events at College incorporate sustainability into their implementation.

Other Matters

The post holder is expected to observe and comply with all College policies and regulations, including those on Confidentiality, Conflict of Interest, Data Protection, Equal Opportunities, Ethics-related, External Interests, Financial Regulations, Health & Safety, Imperial Expectations, Information Technology, Smoking and Sustainability, and to comply with specific safety responsibilities that are relevant to this role.

Since job descriptions cannot be exhaustive, the post holder may be required to undertake such other duties that are broadly in line with the above responsibilities.

Imperial College is committed to equality of opportunity, equal treatment and to the elimination of unlawful discrimination and harassment.

As a senior member of staff, the Assistant Provost is expected to be a role model for *Imperial Expectations*, the College's behavioural principles:

- Champion a positive approach to change and opportunity
- Communicate regularly and effectively within, and across teams
- Consider the thoughts and expectations of others
- Deliver positive outcomes
- Encourage inclusive participation and eliminate discrimination
- Support and develop staff to optimise talent
- Work in a planned and managed way

Person Specification

A member of the College's academic staff who:

- shows evidence of active commitment to promoting action on sustainability
- has demonstrated leadership skills and capability to drive new initiatives
- has the ability to influence effectively and bring people with him or her but also with the interpersonal skills to provide constructive challenge when required
- has experience of contributing effectively at senior-level decision-making committees
- has experience of interacting, communicating and consulting effectively with a wide range of people and across different backgrounds, cultures and experiences, using a variety of consultation mechanisms
- has the ability to initiate, progress and monitor projects with excellent personal organisation and time management skills
- has well-developed oral communication and presentation skills with the ability to speak effectively at events or training/briefing sessions, chair meetings efficiently etc.
- has a successful record of implementing change, particularly with regard to cultural change
- a collaborative team player

The College is a proud signatory to the San-Francisco Declaration on Research Assessment (DORA), which means that in hiring and promotion decisions, we evaluate applicants on the quality of their work, not the journal impact factor where it is published. For more information, see <https://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-evaluation/>

The College believes that the use of animals in research is vital to improve human and animal health and welfare. Animals may only be used in research programmes where their use is shown to be necessary for developing new treatments and making medical advances. Imperial is committed to ensuring that, in cases where this research is deemed essential, all animals in the College's care are treated with full respect, and that all staff involved with this work show due consideration at every level. <http://www.imperial.ac.uk/research-and-innovation/about-imperial-research/research-integrity/animal-research/>

Committed to equality and valuing diversity, we are an Athena SWAN Silver Award winner, a Stonewall Diversity Champion, a Disability Confident Employer and work in partnership with GIRES to promote respect for trans people.