

<b>Position Title</b>	<b>Group Head of Sustainability (based in the UK)</b>
<b>Reports To</b>	Group Innovation Director
<b>Overall Job Purpose</b>	<p>Responsible for driving and maintaining Direct Wines’ sustainability strategy in a way that meets the company’s net zero ambition. Also responsible for working with the business units and business functions to implement the strategy at an operational level.</p> <p>This role will suit somebody with a strategic mindset as well as solid commercial and implementation experience. This role requires a person that excels at people interaction and business partnering.</p> <p>The sustainability strategy is not a “tick box” exercise, rather it is instrumental in enabling innovation to drive an operational transformation that will sustain the company through an emerging new environment.</p> <p>The role will demand a flexible approach as data and science continue to reflect a changing landscape. Making the complex simple and clear will be at the heart of this role.</p>
<b>Key Responsibilities</b>	<ul style="list-style-type: none"> <li>• Maintain a clear understanding of the sustainability space (especially climate change and global warming) in an environment where regulation, best practice and science continue to evolve.</li> <li>• Shape and maintain the Group’s sustainability strategy and sustainability action plan. The strategy will be regularly updated, and the action plan will be managed proactively with key parts of the business.</li> <li>• Provide quarterly updates to the Direct Wines Board on strategic issues as well as progress against the action plan. This may require business cases for additional resources.</li> <li>• Work with directors from around the Group to adjust and manage the action plan ensuring performance against targets and objectives.</li> <li>• Utilise customer and market insight to adjust the strategy where appropriate and keep a close watching brief on competitors, key players in the drinks sector and notable leaders in industry.</li> <li>• Partner and influence stakeholders from outside the business including key industry bodies (such as the WSTA) and maintain memberships to industry groups that the company sees as appropriate (such as the Climate Pledge).</li> <li>• Specifically work with the Group Buying Director to assist communication of the strategy and action plan to key suppliers and organize support for key suppliers when required.</li> </ul>

	<ul style="list-style-type: none"> <li>• Help shape new customer propositions (when required) that will underpin the sustainability strategy.</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Previous experience in a corporate sustainability function with a focus on B2C products and services.</li> <li>• Experience with developing sustainability strategies and operational plans.</li> <li>• Experience of operational implementation in a B2C business. Project management experience is a distinct advantage.</li> <li>• Broad knowledge of the sustainability space, including knowledge of; regulation, science, target setting, best practice, the Paris Agreement and net zero frameworks.</li> <li>• Track record of influencing change and delivering business value through a sustainability role or similar function.</li> <li>• Experience of building effective working relationships at all levels, translating and prioritising requirements.</li> <li>• An active and broad industry network to leverage best practice.</li> <li>• Experience of presenting to boards, senior teams and outside industry bodies.</li> <li>• Ability to develop and explain business cases with appropriate cost and return on investment analysis</li> </ul>
<b>Personal Qualities and Skills</b>	<ul style="list-style-type: none"> <li>• Strong storytelling and visualisation expertise - able to articulate complex ideas/data in a simple and engaging way.</li> <li>• Commercially astute, ensuring grounded recommendations; able to deliver outcomes in a fast-paced environment.</li> <li>• Data driven and analytical mindset approach to research, insight and regulation</li> <li>• Good communicator within and outside of the business, able to represent the Laithwaite's business and brand positively.</li> <li>• Adept at building positive and professional relationships.</li> <li>• Feels comfortable working with, and leading, multi-functional teams.</li> <li>• Flexible, with an ability to handle multiple tasks simultaneously.</li> </ul>
<b>Reviewed</b>	November 2021