

Sustainability Lead

> Homes > Places and Built Environment

What's it all about

As NHG's Sustainability lead you will lead NHG's carbon retrofit and sustainability programmes, providing strategic direction, business case development, data-driven planning, and partnership building to support EPC C and net-zero targets.

Working across the Homes directorate and wider NHG teams, you will ensure that sustainability considerations are embedded into investment decisions, resident engagement, reporting, and operational delivery.

How you'll make a difference

Reporting to the Director of Places and built Environment, your expertise will shape NHG's long-term sustainability and carbon reduction approach. Appointing professionals to support NHG's sustainability strategy, you will ensure sustainability and carbon considerations are incorporated into everything we do to improve the environmental performance of our homes for our residents.

How you'll do it

- Lead the development of sustainability and carbon strategies aligned with EPC C and net-zero commitments.
- Analyse asset data to establish carbon baselines and develop investment scenarios.
- Develop and deliver communication and engagement plans for residents and stakeholders.
- Lead the delivery and continuous improvement of NHG's ESG reporting
- Ensure compliance with sustainability, carbon and health and safety legislation.
- Lead sustainability and carbon reporting across Homes and the wider organisation, setting measurable targets, ensuring compliance with legal obligations overseeing integration into business processes.

- Support development and delivery of low-carbon retrofit programmes, managing technical risks and ensuring value for money.
- Develop specifications, support procurement of specialist contractors and oversee technical standards.
- Identify funding opportunities and prepare bids to support programme delivery.
- Build partnerships across the sector to influence policy and secure collaborative opportunities.
- Ensure that you follow and keep up to date with all relevant Notting Hill Genesis and statutory policies and related procedures including health and safety and financial regulations.
- Hybrid arrangements as per NHG policy.

All about you

Behaviours for success

Our values set out what we stand for. You'll need to show us how you match them and how you'll behave to ensure those are visible when carrying out your work.

- Compassionate
- Progressive
- Dependable
- Inclusive
- Empowered

For each value, we've created example behaviours to help you understand our expectations in more detail. Please [refer to the framework](#). This role is at **manager** level.

Essential knowledge, experience and skills including qualifications and professional membership

Professional Expertise (know-how & experience)

- Experience in sustainability, carbon reduction, asset management or construction, preferably within housing.
- Experience developing and delivering sustainability plans and carbon reduction programmes.



Working better together
for our residents

- Understanding of funding mechanisms, investment decision-making and retrofit business models.
- Technical understanding of sustainability and low-carbon technologies.
- Awareness of regulatory frameworks covering carbon, sustainability and environmental performance.

Skills

- Excellent communication skills, including reporting and presentations.
- Strong analytical and problem-solving abilities.
- Ability to manage diverse workloads and meet deadlines.
- Ability to influence and build strong internal and external relationships.
- **Intermediate** IT and systems skills including Microsoft office

Qualifications & Memberships

- Degree or equivalent in sustainability, energy, environmental science, construction or related field.
- Relevant professional qualification / membership or ability to demonstrate equivalent professional standard and commitment to continuing professional development.