

Role: Senior Strategist - Sustainability

Location: 168 Shoreditch High Street, E1 6HU (one day in the office, four days flexible working)

Start date: Immediately

Salary - Between £48,000 - £65,000 depending on experience

Contract: Full time

Key skills & knowledge – Sustainability, social impact, and strategy development

Experience - 5+ years agency experience

Reporting into: Associate Strategy Director

To apply: [Click here to apply!](#) You will be taken to an external website where you will be asked to fill out an application form. Make sure to attach your CV and cover letter. Tell us why Given, why this role and why you.

The Opportunity

Given is the agency for purpose-driven businesses and brands. Everything that we do is about making businesses and brands a force for good - helping create positive change for people, communities and the world. Working with ambitious clients on brand purpose and sustainable business strategies we are seeing the demand for the support that we can offer grow exponentially.

As we head into the next chapter of our business we are looking for a passionate, smart and imaginative senior strategist, with a depth of experience in sustainability to join our growing strategy team. We offer great benefits, a collaborative and creative environment, impactful and meaningful work, brilliant career opportunities, and the chance to work with some of the biggest and best brands in the world.

The role

We are looking for someone with practical experience and thought leadership credentials, bringing a clear point of view on current and emerging sustainability and social impact topics. We need someone who can draw on their experience and knowledge to talk expansively and credibly about sustainability and social impact with the passion and behaviours to inspire teams, colleagues and clients.

This role will see you leading projects, running workshops, uncovering disruptive insights, engaging leaders, and applying strategic and creative thinking to solve complex challenges. You will play a prominent role on our sustainability and social impact projects specifically, but as we are a dynamic and nimble agency, you must feel comfortable stretching your skills across the full range of purpose services that we offer across the definition, embedding and activation of purpose-led strategy within businesses and brands.

This will include working on a varied range of projects and client questions, and so you'll need to feel comfortable working on lots of different challenges at any one time. You might helping a client identify their overall purpose or sustainability strategy, setting related goals and targets, helping to embed the necessary changes in culture and decision-making or playing a role in developing internal and external (customer-facing) communications, brand strategy or innovation.

As a senior strategist you will need to have played a role and be comfortable with taking the lead on large client briefs, working closely with members of our Senior Leadership Team, Directors and Associate Directors with responsibility for setting the direction of the project, leading the thinking and having oversight of junior colleagues. We're a growing team, and we nurture our own talent, which means there's scope to grow into a leadership position on the team if that's what you're after.

About you

You will bring at least 5+ years experience in sustainability, ideally including time in a strategic consultancy, marketing or innovation agency or client side roles. You'll be passionate about the role businesses and brands can play in creating real world change and have experience of delivering sustainability, social impact and/or purpose projects for businesses and brands.

You will bring strategic skills, demonstrating that you are comfortable with the individual elements of sustainability strategies, as well as more holistic services such as trend analysis and stakeholder engagement. You will be comfortable leading projects with targeted guidance and support from Directors. Across the strategy team and within the agency as a whole, you will have the ambition to drive us forward and support the agency to grow and develop outside of client projects. This might include for example contributing to articles and thought leadership and offer development in the sustainability space.

You will have experience building client relationships, enjoy owning your work projects and working with junior colleagues. We're looking for someone who can demonstrate confidence in their own skills, a solutions focused and proactive attitude and who is collaborative and hands on in their approach. You must be comfortable with project management, client relationships, managing commercials, delivering to project timelines and producing exceptional work. And, you'll be excited to work in a creative, ideas culture, ideally with experience of working with creative teams to deliver brilliant creative ideas.

Day to day tasks and responsibilities

Strategic thinking and insight

- Lead strategic thinking on projects, supporting the team to produce quality, insightful, and relevant recommendations
- Bring a confident and well articulated perspective on projects, offering challenge and solutions to better our work
- Be able to apply sustainability and social impact expertise to projects, demonstrating in-depth knowledge of issue management, sustainability leadership and measurable impact strategies

Project delivery

- Lead and be responsible for all client facing deliverables, such as workshops, interviews, insight gathering tasks, presentations and strategic and creative outputs
- Create insightful and client ready outputs and give clear briefs to colleagues who contribute to and help shape our response to client challenges and briefs
- Play a leading role on large sustainability projects with minimal Director supervision

Managing client relationships

- Build strong, healthy relationships with clients and an understanding of their business
- Be a trusted point of contact for your clients' projects
- Drive project profitability and account growth, ensuring projects are delivered with commercial success

Business development

- Help grow revenue by upselling to existing clients and sourcing new opportunities
- Lead and contribute to pitches and proposal writing

- Contribute to our thought leadership, offer development and IP development

Team and culture

- Play an active role in all areas of the strategy team and internal initiatives

Recruitment process

Our first step will be a 45 minute interview with our Associate Strategy Director so you can understand more about the role and we can understand a bit more about you and why you've applied. Next, we'll invite successful candidates to a second round interview where we will ask you to answer a short brief. This should only take a few hours of your time to prep and helps us understand how you would apply your knowledge and expertise to a particular challenge. The final round is usually a 30 minute meeting to answer any outstanding questions on either side.

For our people

- Hybrid working, with only one fixed day in the office a week
- We offer 26 days paid holiday per calendar year pro rata, plus public holidays. We also close the office between Christmas and New Year, which is in addition to your paid holiday allowance
- Company bonus scheme
- Pension Scheme with Aviva, eligible after passing your probation
- Health plan with SimplyHealth, eligible after passing your probation
- £100 working from home allowance to help your home office set up, eligible after passing your probation
- A tenure bonus reward after 3 and 6 years of employment
- Work from anywhere for 1 month of the year, after your first year of employment
- Access to our Given Campus for training and development needs
- Interest free season ticket loan and Bike to Work scheme

About Given

Given is a brand purpose agency. We strive to build successful brands by making business a force for good. We believe that businesses can achieve this if they have a clear purpose, strong values, and create products and ideas that matter for people, communities and the wider world.

You'll be joining a creative, vibrant, ideas-led agency working across brands like IKEA, Zalando, Kimberly Clark, John Lewis Partnership and Virgin Media O2. We are a team that blends purpose, innovation and sustainability consulting, with design, digital and creative execution.

Given strives to be an equal opportunities employer and everyone's commitment to this process will be expected.