

Role: Senior Sustainability Strategy Consultant

Location: 168 Shoreditch High Street, E1 6HU - hybrid working from home and the office

Start date: Immediately

Salary - Between £49,000 - £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

Application closes: January 12th 2024

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 and grow exponentially.

As examples of the types of work you would be involved in, in the last few months we have been:

- Developing the sustainability strategy for a leading healthcare company
- Helping one of the UK's leading coffee companies tell its sustainability story
- Sparking new thinking on inclusive healthcare at a global consumer health company
- Creating a sustainability strategy and three-year roadmap for an international flower delivery company
- Working on a social impact strategy for a group of family care brands

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

The role

We are looking for someone with practical experience, sustainability knowledge and thought leadership credentials, who can bring a clear point of view on current and emerging sustainability and social impact topics and provide clear strategic advice to our clients about the strategic choices they need to make. 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 behaviors to inspire teams, colleagues and clients.

This role will see you leading projects, running workshops, uncovering disruptive insights, engaging leaders and helping them to make clear strategic choices and also disruptive creative ideas for their business and brand. You will play a prominent role on our sustainability and social impact projects specifically, but as we are a dynamic and nimble agency with a fast-moving ideas culture, you will need to be comfortable stretching your skills and expertise across the full range of services that we offer across the definition, embedding and activation of purpose within businesses and brands.

You'll need to feel comfortable working on lots of different challenges at any one time. You might, for example be helping a client identify their overall sustainability strategy, setting related goals and

targets and defining a roadmap of actions required to achieve these targets, or helping to embed broader purpose into a company culture and decision-making or playing a role in developing internal and external (customer-facing) communications, brand strategy or innovation.

As a senior sustainability strategy consultant 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 deep understanding and experience in sustainability, ideally including time in a strategic consultancy, sustainability consultancy, marketing or innovation agency or client-side sustainability roles. As a subject matter expert, you should have the ability to provide high-level guidance to our clients on a range of sustainability issues - from resilient supply chains and labour rights to net zero carbon and engaging with sustainability subject matter experts on these issues. You'll have a working knowledge of sustainability metrics and standards including SBTi, CSRD, GHG protocol and GRI, to name a few. You'll be passionate about the role that businesses and brands can play in creating real-world change and have experience of delivering breakthrough sustainability strategies and social impact projects. Crucially, you'll have a unique ability to translate your technical expertise into compelling insights and creative brand, communication and business innovation ideas that accelerate impact.

You will bring strategic skills, demonstrating that you are comfortable with the individual elements of sustainability strategies and roadmaps, comfortable not just in the technical aspects of analysis but going beyond that to advise clients on the strategic direction they take and proactively developing creative ideas for their business and brand. 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 as well as working with and guiding more junior colleagues. We're looking for someone who can demonstrate confidence in their own skills, recommend strategic solutions & creative ideas to the clients we work with, through a proactive, collaborative but hands on 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 and make clear strategic recommendations and creative

solutions for our clients.

- 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
- Provide clear strategic support to clients on sustainability and social impact issues, being able to guide them in their decision making and provide context on the market and future trends

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
- Share sustainability and social impact insights, new thinking and knowledge with the team
- Be comfortable in a fast-moving ideas culture

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 an award-winning consultancy for purpose driven businesses and brands. We are in business to change business for good. We bring together strategic consultancy, true expertise in purpose and sustainability and an in-house creative studio – all under one roof. We help our clients define, embed and activate your purpose to unlock purposeful growth.

We believe the key to unleashing the power of purpose is to first develop a clear sense of your purpose as an organisation, that is then embedded across ways of working, culture and decision-making and ultimately activated through all elements of your brand, including brand experience, service and product propositions, as well as other elements of the marketing mix. Our work and methodology combines creativity, co-creation and true credibility and expertise in purpose, sustainability and DEI to create real lasting impact within our clients' businesses. .

You'll be joining a creative, vibrant, ideas-led consultancy 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.