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| **Sustainability Manager** **Job Specification** |
| A unique opportunity to lead and drive the development and implementation of a best-in-class strategy to support Mackle Petfoods Sustainability ambitions. Develop and drive a wide-ranging sustainability program aligned with Mackle Petfoods corporate objectives on water usage, Net Zero emissions, waste reduction, sustainable suppliers, packaging (plastic removal, recycled content) and biodiversity for Moy & Moygashel sites.As our new Sustainability Manager, you will be the lead on the company environmental strategy, ensuring compliance to all company, corporate and regulatory standards and goals and championing our sustainability initiatives. |
| **The successful candidate should fulfil the following criteria:*** Minimum of 5 years’ experience in manufacturing or process industries.
* Analytical, strategic planner with a solution driven mentality.
* Ability to manage a team, projects and processes.
* Ability to work in high-pressure environments; strong time-management skills.
* Focused attention to detail; clear and concise written and verbal communication.
* Excellent IT and Microsoft office skills.
* Achieving Results: Demonstrates commitment, determination, energy and accountability in delivering quality outputs
* Team Working: Facilitates team working, supports and encourages others. Able to work with all functions in the business.
* Communications Skills: Communicates clearly both orally and in writing.
* Ability to write and implement Sustainability procedures.
* Provide advice, guidance, expertise and support on all Environmental and Sustainability matters, including training, visibility and engagement across the business
* Ability to deliver effective training
* Educated to degree level in a related area (science / engineering).

**Key Responsibilities:*** Develop a best-in-class Strategy to support Mackle Petfood’s Sustainability ambitions
* Develop and drive a wider sustainability agenda aligned with company objectives on water usage, GHG emissions, waste reduction, sustainable suppliers, packaging (plastic removal, recycled content) and biodiversity.
* Drive and implement a specific Sustainability programme that will deliver NET ZERO emissions
* Develop and deliver proactive Sustainability programs which influence culture and behaviours.
* Achieve and maintain accreditations that confirm our commitment to Sustainability programmes which meet our stakeholder obligations in full
* Achieve and maintain full compliance with Sustainability legislative requirements for both sites.
* Develop workforce at all levels to an appropriate set of clearly defined Sustainability competencies.
* To participate and promote the philosophy of building sustainability into everything we do.
* Ensure that all relevant policies, procedures and guidance are developed fully and implemented at both sites.
* Participate in audit programmes to ensure that the requirements of the Sustainability management systems are being achieved.
* Ensure that identified Sustainability training needs are delivered to defined schedule.
* Liaise with all levels of staff and contractors on matters relating to Sustainability.
* Liaise with external enforcement authorities regarding legal compliance (NIEA / DAERA-NI).
* Provide support for the identification and assessments of Sustainability Capex requirements.
* Maintain relevant KPI’s to track and routinely report all Sustainability issues.
* Ensure the implementation of all site Sustainability initiatives to achieve the set KPI’s.
* Reinforce and strengthen the Sustainability culture at every opportunity in operations and projects.
* Promote correct behaviours through personal example.
* Compliance with relevant legal standards.
* Reduction in energy used and waste.
* Continually improve environmental performance across the business.
* Support a zero waste to landfill culture.
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| ***PERSON SPECIFICATION*** |
| **Job Title: Sustainability Manager**

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| *Criteria* | *Essential* | *Desirable* |
| Knowledge | * Relevant Degree
* Previous experience of BRCGS accreditation
* Knowledge of both regulatory and auditing frameworks
 | * CIEH Membership
* Membership of the Institute of Environmental Management and Assessment (IEMA) but not essential
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| Relevant Experience | * A minimum of 5 years’ experience in manufacturing.
* Influencing and motivating stakeholders.
 | * 5 years’ experience in a food manufacturing environment.
* Experience developing sustainability policies
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| Skills & Competencies | * Excellent analytical and problem-solving skills.
* Good interpersonal/ communication skills, both oral and written
* Ability to lead and motivate staff.
 | * Results focused with ability to work at strategic level
* Demonstrated proactive approach to implementing new systems.
* Ability to deliver effective training.
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| Circumstances | * Able to work flexible hours as required on-site at Mackle Petfoods
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