

Sustainability Impact Manager

Ashurst's Operations department, London

Recruitment

About Ashurst	<p>Ashurst is a leading progressive global law firm with a rich history spanning more than 200 years. We are proud of our history and are future-focused, having expanded into new technologies through our NewLaw division, Ashurst Advance, and our consulting arm. Our in-depth understanding of our clients and commitment to providing excellent standards of service have seen us become a trusted adviser to local and global corporates, financial institutions and governments in all areas of commercial law. To find out more please visit www.ashurst.com.</p>
Department/Role overview	<p>The global Operations team is responsible for several deliverables within Ashurst, including Legal Support (Legal Operations), Workplace, Health & Safety, Business Continuity, Front of House, Facilities, Business Continuity and Sustainability.</p> <p>This role sits within the Sustainability Team, which is responsible for developing and delivering the firm's Sustainability Program. This team manages initiatives to accelerate our decarbonisation journey to achieve Net Zero emissions, which are aligned with our Science Based Targets (SBTs).</p> <p>As Ashurst makes progress on our own Net Zero Transition, we also recognise the role we play in our client's Transitions Plans as part of their value chain. The purpose of this role is to seamlessly connect our clients ambitions with our own and to embed Sustainability into our firm culture and operations.</p> <p>This is a hands-on, collaborative role and will focus on four main areas:</p> <ul style="list-style-type: none">• Embed Sustainability within our culture and across our operations to ensure Ashurst remains at the forefront of best practice;• Cultivate collaboration across our business services and client-facing teams ensuring we have market impact through our sustainability focus;• Drive impactful engagement and conversations that reflect client-led initiatives – supporting future growth of the firm;• Raise the Ashurst profile by proactively developing and implementing inspiring ideas and drive content for thought

	<p>leadership, as well as drawing on an extensive internal and external network to build and cement relationships.</p>
<p>Main responsibilities</p>	<p>Embed Sustainability</p> <ul style="list-style-type: none"> • Work closely with our Risk & Compliance and Clients Markets and Growth (CMG) teams to ensure we are transparent with our stakeholders on both voluntary and mandatory Sustainability Disclosures including TCDF, EcoVadis, CDP, Annual Report as well as emerging frameworks (such as CSRD). • Support the broader Sustainability team to deliver existing Net Zero initiatives as well as developing and delivering innovative new programs to support our internal and client-led decarbonisation ambitions. • Work with relevant internal stakeholders and external networks to operationalise Sustainability concepts into tailored and meaningful learning and development content to elevate the firm's understanding of key Sustainability matters. <p>Cultivate collaboration</p> <ul style="list-style-type: none"> • Engaging with the business around the importance of sustainability, including chairing meetings, information and communication sharing, guest speaker inclusion from across the firm, and developing a 'playbook' for internal stakeholders to disseminate information across our priority industries and markets. • Championing Sustainability considerations across our global business by working with internal comms, finance, operations, HR, IDB, CMG, Risk & Compliance teams to create opportunities to engage and develop a purposeful workplace that aligns with the firm's Sustainability Program. <p>Drive Impactful Engagement</p> <ul style="list-style-type: none"> • Delivers impactful strategies to support our stakeholders, reflecting what we're doing as a firm – to live up to our 'outpacing change' ethos. • Takes time to meet with relevant internal and external stakeholders and partners to meet with clients to create an understanding of and trust in Ashurst's Sustainability Program. • Connect client feedback to ensure our own focus remains relevant and credible and builds relevant resources and capabilities across the firm. • Develop a culture change program that puts sustainability at the forefront of our operations and aligns Ashurst's ways of working with our ambitions. <p>Raise the Ashurst profile</p> <ul style="list-style-type: none"> • Work with key internal stakeholders to represent Ashurst effectively in relevant industry and regional forums on sustainability, ensuring

	<p>that key trends and concepts are shared through internal engagement channels.</p> <ul style="list-style-type: none"> • Works with our CMG and Brand, Marketing & Communications Team to share achievements, news and initiatives to build on momentum and support our ambitions. <p>Risk and Control</p> <ul style="list-style-type: none"> • Works closely with our Legal Teams, Risk & Compliance and Office of General Counsel Teams to stay informed and up to date on relevant frameworks, standards and regulations within the sustainability landscape and how this impacts our own and client operations. • Risk and Control: Ensure that all activities and duties are carried out in full compliance with our regulatory requirements and internal policies.
<p>Essential skills and experience</p>	<p>Required experience</p> <ul style="list-style-type: none"> • Entrepreneurial sustainability professional with business strategy disciplines and familiarity operating in a multijurisdictional environment. • Bachelor's degree in Business, Sustainability, Environmental Studies, or a related field. • At least 4 years' experience and knowledge in an ESG and sustainability role within professional services or equivalent. • Extensive experience delivering client-focussed outcomes and ability to keep pace with external demands. • Strong understanding of the macroeconomic factors across sustainability with a genuine passion for sustainability improvement in a corporate setting. <p>Capabilities</p> <ul style="list-style-type: none"> • Strong written communication and ability to synthesise complex ideas into simplified, client-centric language internally. • Ability to work with a degree of independence. • Able to manage staff, mentor colleagues and support Partners to deliver key messages. • Track record of delivery and known as the 'go-to' person to get things done. • Demonstrates strong initiative and drive towards embedding best practice and strategy. • Excellent stakeholder management and influencing skills. • Ability to work across different projects and manage stakeholders seamlessly. • Strong project management skills.

	<ul style="list-style-type: none">• Has a reputation for bringing people, ideas and concepts together.• Critical thinker – ability to apply best practice to Ashurst's ways of working and specific requirements.• Committed to continuous improvement and ongoing learning in the dynamic Sustainability space.
Background checks	In order to comply with regulatory and client requirements, Ashurst will undertake appropriate vetting of staff. When applicants accept a job offer, Ashurst, alongside a specialist provider, will undertake professional verification and background checks. These checks are only undertaken with consent, and in accordance with our legal and regulatory obligations.
