



## Head of Sustainability – Group Sustainability

CIÉ Group Sustainability is looking for a new Head of Sustainability who will be responsible for the CIÉ Group Sustainability strategy and supporting delivery across the group.

### Responsibilities and Duties

- Responsible for the ongoing development of a CIÉ Group Sustainability Strategy, setting Group ambitions and targets and supporting delivery across the Group.
- Provides strategic, policy and technical advice to inform strategy and to embed same in roles and responsibilities for sustainability.
- Responsible for keeping Executive and Board informed and updated on all new EU, Government and New Era policies pertaining to sustainability (CSRD, Energy, Circular Economy, Water, Biodiversity, Waste, Social etc.) and embedding policy change in strategy.
- Identifies new opportunities and policy development in key impact areas identifying actionable strategies.
- Responsible for working across CIÉ and Operating Companies to support sustainability goals and Net Zero sustainability-related policies, strategies, standards and targets.
- Responsible for coordinating Group wide sustainability reporting; sustainability governance; sustainability due diligence and internal control design.
- Responsible for managing ESG data transformation programme.
- Supports implementation of Climate Action Targets and a range of mandatory and voluntary reporting frameworks for sustainability, including New Era, SEAI, CSRD, CSDDD, EU Taxonomy, CDP, UN Global Compact and Science-based Targets and Biodiversity reporting frameworks.
- Manages relationships with key innovation partners and building new relationships with key stakeholders internally and externally.
- Manages key stakeholder relationships for effective communication.
- Supporting and developing training to embed a culture of sustainability and support Board and Executive oversight on regulatory obligations.
- Supporting the business to consider sustainability proposals with attention to factors such as cost effectiveness, feasibility, and ease of integration with other programmes.

### Work Relationships

- Reports to the Chief Sustainability Officer.



- Reports to and supports Chief Financial Officer on CSRD reporting.
- Manager of the CIÉ Group Sustainability team.
- Liaise with senior management team (and their staff) in CIÉ.
- Liaise with colleagues in the subsidiary companies.

### **Qualifications and Experience**

- 10 years+ experience in implementing sustainability and/or working in a relevant industry.
- Experience and a track record of sustainability or related area of expertise in business operations or consultancy.
- Experience in understanding data analytics and measurement in setting strategy and action.
- Relevant qualification to third level is required and to master's is desirable.

### **Competencies**

- Experience managing a team, with strong people, change management and conflict resolution skills.
- Experienced in project management and collaborating across departments achieving shared objectives.
- Demonstrated experience in leading and motivating teams to deliver customer-focused objectives that enhance service delivery.
- You will have a proven track record in leadership, change and transformation experience ideally in a similar utility, regulated industry or multi stakeholder environment.
- Demonstrated experience of developing and maintaining effective strategic partnerships with key stakeholders and supporting policy and evidence-based strategy while upholding high ethical standards
- Ability to work to deadlines and adapt to changing conditions and ambiguity generating effective and pragmatic solutions to new situations and problems as they are presented.
- Essential to be a team player and collaboration.

### **To Apply**

If you are interested in the role, please email a CV and supporting letter to:

[recruitment@cie.ie](mailto:recruitment@cie.ie)

### **Closing date for applications is Friday 21<sup>st</sup> March**

*CIÉ is an equal opportunities employer, celebrating diversity and championing inclusivity.*

*If you require any reasonable accommodations to assist you in participating in the employee selection process, please simply let us know. We encourage all interested parties to apply.*