

## Strategy Advisor and Environmental, Social, and Governance (ESG) Lead

### Job Purpose:

The Strategy Advisor and Environmental, Social, and Governance (ESG) lead will play a critical role in supporting the development and execution of Accent's strategic initiatives. The role involves developing, advising on, and implementing strategic initiatives that align with Accent's long-term goals. Whilst the primary focus of this role is to assist in the formulation and implementation of strategic plans, the role also involves co-ordinating ESG strategies and reporting. This role will create strong networks, collaboration, and links across business functions and will work closely with the Director of Strategy, Policy, and Insights and other key stakeholders to drive continuous improvement and align organisational practices with strategic and ESG objectives.

### Key Responsibilities:

#### Strategy Development and Implementation:

- Support the Director of Strategy, Policy, and Insights in developing and refining Accent's strategic plans.
- Responsible for the strategic planning processes, including the development of annual and long-term strategic plans.
- Work collaboratively with business leaders to develop supporting strategies, initiatives and programmes that contribute to the delivery of the overarching Corporate Strategy.
- Monitor and evaluate the progress of strategic initiatives and recommend adjustments as necessary to achieve desired outcomes.
- Conduct comprehensive research and analysis on industry trends, competitive landscape, and emerging opportunities to inform strategic decision-making.
- Keep up to date with regulatory and legislative requirements and ensure that where these are applicable, they are factored into Accent's strategies.

#### ESG Strategy Development and Implementation:

- Oversee and coordinate the implementation of a comprehensive ESG Strategy (pulling data and objectives from supporting strategies) that aligns with Accent's purpose, values, and strategic objectives
- Manage the ESG Steering group to oversee the delivery of the key goals and targets set out in the ESG Strategy.
- Work collaboratively with business leaders to implement ESG initiatives and programmes that promote sustainability, social equity, and robust governance practices.
- Keep up to date with ESG regulatory developments and reporting standards, relevant to housing associations, to ensure ongoing compliance and recommend necessary adjustments to strategies.
- Monitor and report on the progress of ESG initiatives, ensuring continuous improvement and alignment with industry best practices.

#### Stakeholder Engagement:

- Engage with a wide range of stakeholders, including customers, colleagues, community organisations, government agencies, and investors.

- Facilitate effective communication and collaboration with internal and external stakeholders on strategy and ESG-related matters.
- Organise and lead workshops, training sessions, and presentations to promote awareness and understanding of strategic and ESG objectives.
- Respond to inquiries and provide updates on strategic and ESG initiatives to key stakeholders.
- Represent Accent at industry events, conferences, and meetings.

#### **Reporting and Communication:**

- Assist in the preparation and presentation of strategic plans, reports, and proposals for executive/senior leadership team and Board and Committee meetings.
- Prepare regular ESG reports for internal and external stakeholders, including the Board, investors, and regulatory bodies.
- Communicate strategic goals, initiatives, and progress to colleagues, customers, and the broader community in an engaging manner.
- Develop and manage content for Accent's ESG communications, including website updates, newsletters, and social media.

#### **Project Management and Implementation:**

- Oversee the implementation of strategic initiatives, ensuring they are delivered on time, within scope, and aligned with organisational goals.
- Coordinate cross-functional teams to drive strategic projects and initiatives.
- Monitor and evaluate the effectiveness of strategic initiatives, providing recommendations for improvement.

#### **Data Management and Analysis:**

- Develop and maintain systems for collecting, analysing, and reporting ESG data.
- Use data to drive decision-making and demonstrate the impact of strategic and ESG initiatives.
- Benchmark performance against industry standards and best practices.

#### **Continuous Improvement and Innovation:**

- Identify opportunities for continuous improvement in strategic planning and ESG performance.
- Explore innovative solutions and best practices to enhance the association's strategic and ESG outcomes.

#### **Environmental Sustainability:**

- Collaborate with maintenance and development teams to integrate sustainability into property management and new developments.
- Identify and work with business leads to develop and implement innovative ESG solutions for social housing.

#### **Social Responsibility:**

- Ensure Accent keeps up to date and adopts best practice by consistently scanning the horizon for best practice and ideas and working with the Community Engagement Team to develop and promote social initiatives that support tenant well-being, community development, and social inclusion.
- Align efforts with broader sector goals and national policies on social housing and community development.
- Oversee the impact of programmes that enhance tenant participation, improve living conditions (e.g. strategies to address fuel/food poverty), and support vulnerable populations.

- Oversee social value initiatives through contract management and procurement opportunities that maximise social value and bridge the gap from a strategic perspective.

### **Qualifications and Experience:**

#### **Essential:**

- Degree or relevant experience in Environmental Science, Sustainability, Social Sciences, Business Administration, or a related field.
- Proven experience in strategy development and implementation, preferably within the housing sector or a related industry.
- Strong understanding of ESG principles, frameworks, and reporting standards.
- Proficiency in using data analysis and reporting tools.
- Excellent project management skills, with the ability to manage multiple initiatives simultaneously.
- Strong analytical skills and experience with data management and reporting.
- Excellent communication, presentation, and interpersonal skills, with experience of preparing reports for senior management and boards.

#### **Desirable:**

- A track record of successful professional experience in a similar role.
- Familiarity with UK housing policy and strategic planning frameworks.
- Demonstrated experience in coordinating strategic initiatives and ESG reporting.
- Professional certification in sustainability or ESG, such as IEMA qualifications
- Experience working in a housing association or similar organisation.
- Proficiency in using strategic planning and data analysis tools.
- Knowledge of community development and social impact measurement.
- Experience with ESG grants, ESG linked loans and bonds and KPI setting.

#### **Key Competencies:**

- **Strategic Thinking:** Ability to develop and implement strategies that enhance ESG performance and align with organisational goals.
- **Communication:** Strong written and verbal communication skills, with the ability to convey complex information clearly and persuasively.
- **Collaboration:** Ability to work effectively with a diverse range of stakeholders and build strong partnerships.
- **Analytical Skills:** Proficiency in data analysis and interpretation to support evidence-based decision-making.
- **Leadership:** Ability to lead and inspire teams to achieve ESG objectives.
- **Adaptability:** Flexibility to adapt to changing circumstances and respond effectively to new challenges.
- **Strong project management skills:** Ability to manage multiple projects simultaneously.

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This job description outlines the main duties and responsibilities of the Strategy Advisor/ ESG Lead role in Accent. It is not an exhaustive list, and the role may require additional responsibilities as necessary.