

## Decarbonisation Manager

<b>Generic Title</b>	Manager
<b>General Description</b>	<p>A colleague at this level will take responsibility for delivering specific tasks, goals and objectives. They will work under direction but will be able to work without day to day support. They are expected to work proactively and deliver defined tasks to an industry standard.</p> <p>They will manage their own tasks within the context of a project or company objective. Whilst they will take day to day decisions on their own, they will refer significant decisions.</p> <p>In a strategic business setting they will cooperate with and contribute to strategic business requirements and provide the expertise required to help the business succeed.</p>

## Competencies

<b>Achieving Results</b>	<p>Sets clear and appropriate goals that consider the bigger picture</p> <p>Drives well to achieve consistent results</p> <p>Deliver a quality performance consistently</p>
<b>Analytical thinking and decision making</b>	<p>Using personal experience and systematic approach to arrive at decisions on straightforward issues</p>
<b>Communication</b>	<p>Communicates positively with clarity and understanding</p> <p>Presents information in a structured way</p> <p>Demonstrates confidence when communicating in own subject</p>
<b>Dealing with change</b>	<p>Positive attitude to change when presented</p> <p>Contributes to change in own area of work</p> <p>Inspires and actively promotes change which adds long term business value</p>
<b>Teamwork</b>	<p>Develop inter-team collaboration inside and outside company</p> <p>Understand the role of a team and how it delivers the objectives</p> <p>Can adapt to different types of teams in most situations</p> <p>Take a cohesive and encouraging approach to team working</p>
<b>Leadership</b>	<p>Ability to take control of situations with one's sphere of influence</p> <p>Assume responsibility – organising and guiding where necessary</p>
<b>Managing resources</b>	<p>Create a plan for a familiar project or process</p> <p>Interpret a plan and decide what resources are required</p> <p>Bring resources together and ensure they are efficiently deployed</p> <p>Able to call upon and manage diverse skills and methods to deliver results</p> <p>Able to prepare a business case and obtain the necessary advocacy</p>
<b>Negotiation</b>	<p>Understand the others point of view</p> <p>Make an objective and structured case with pros and cons</p> <p>Understand the need to give and take</p> <p>Understand how and the need to defend a position</p>
<b>People Development</b>	<p>Can respond well within tested frameworks of development to identify own needs</p> <p>Use personal experience to build own skills</p>

## Role definition

<b>Summary of role</b>	<p>The Decarbonisation Manager will play a pivotal role in the reduction of carbon from the assets we deliver, supporting our customers' ambition to reduce their carbon spend by empowering our teams across the business. The Decarbonisation Manager will ensure internal customers have the tools and knowledge necessary to articulate our approach in work winning and strategic business development activities, and then deliver our approach on live projects. This will help Morgan Sindall Construction to maintain an industry-leading position in carbon management. The Decarbonisation Manager will work with the Head of Carbon and Environment and the wider team to horizon scan and embed the latest knowledge within business tools and processes to add fresh value to internal and external stakeholders, and to provide the business with opportunities to improve or manage risk effectively. The Decarbonisation Manager will work with the wider team to ensure that best practice is advocated and applied across the business to support our core performance frameworks, being the Group Total Commitments and Decarbonising Communities.</p>
<b>Responsibilities and accountabilities</b>	<p>The Decarbonisation Manager will be responsible for:</p> <ul style="list-style-type: none"> <li>• Helping and empowering our teams to re-engineer the design and build process to reduce whole life carbon</li> <li>• Contributing to the evolution and embedment of our in-house carbon assessment tool in Morgan Sindall Construction operational processes</li> <li>• Evidencing, measuring and reporting against the Decarbonising Communities strategy, and creating methods of performance measurement where required</li> <li>• Conducting necessary research and analysis into market trends with regards carbon and innovative products</li> <li>• Seeking and sharing relevant knowledge and best practice with regards carbon which adds value to Morgan Sindall Construction work winning and operational performance</li> <li>• Contributing to the integration of carbon assessment with BIM and the business's digital evolution and stress testing this against our design management capabilities</li> <li>• Stress testing and helping to shape the business's position on MMC with regard to embodied and operational carbon</li> <li>• Contributing to the business's strategy around the Circular Economy</li> <li>• Contributing to the development of tools and training programmes that will upskill our workforce</li> <li>• Being an active participant in any analysis that the business undertakes with respect to the Retrofit market</li> <li>• Contributing to the business's approach to providing Post Occupancy Evaluation assessments in support of the Decarbonising Communities offering to our stakeholders</li> <li>• Making carbon-related contributions to the business Smart Buildings strategy</li> <li>• Supporting the application of Artificial Intelligence to our sustainability processes</li> <li>• Supporting engagements with supply chain that improve the business's opportunity to reduce carbon</li> <li>• Supporting the Social Value team where workstreams are mutually beneficial</li> <li>• Supporting activities related to quantifying the Biodiversity Net Gain, Urban Greening Factor and Natural Capital of projects</li> <li>• Contributing to the alignment of carbon assessment with whole life cost analysis</li> </ul>

<b>Qualifications, training and technical knowledge</b>	<p>Full UK driving licence</p> <p>Highly competent at MS suite, especially Excel</p> <p>Presentation skills</p> <p>An innovator, who is capable of continually generating business value while focused on responsible, ethical, long-term solutions</p> <p>Preferred knowledge of the quantification of all scopes of GHG emissions, including embodied carbon, and being involved in net zero solutions, with an understanding of the UKGBC Net Zero Framework, BS EN 15978 and the RICS Whole life carbon assessment methodology.</p> <p>Preferred knowledge of design management processes and digital assets.</p>
<b>Attributes and skills</b>	<p>Ability to work in a team environment contributing across a project, site or area</p> <p>Good management skills, with the ability to motivate self and colleagues to perform</p> <p>Good planning and time management skills; able to manage activities simultaneously without compromising on standards and quality</p> <p>Ability to ensure standards and specifications are met</p> <p>Ability to work with colleagues to contribute to project and operational performance</p> <p>Confident in communicating in an appropriate style to a wide audience</p> <p>Ability and confidence to network and collaborate without eroding brand value</p> <p>Attention to detail and ability to see the big picture</p>