



Job Description

Post Title:	Head of Sustainability
Team:	Operations/Sustainability
Responsible to:	Chief Operating Officer
Responsible for:	Sustainability Officer

Purpose:

Responsible for leading, developing and managing the sustainability plan, in line with the England Golf Strategy 2025-2030 – strategic goal to 'educate & influence on sustainability'.

Working Relationships:

Internal:

- Chief Executive, Chief Operating Officer – meetings & communication.
- Board – attendance if required.
- SMT – as required to embed sustainability across all teams.
- Development & Membership (RMs & CCSOs) – communication & support.
- Commercial Manager – regular engagement to support planning & development.
- Data & Insight Manager – regular engagement to support planning & development.
- Communication team – to support specific campaigns & engagement.
- Unified counties, Unions & Associations – communication & promotion
- Golf clubs – communication with paid workforce & volunteers.

External:

- GB&I sustainability group – stakeholder engagement, including Home Nations.
- The R&A – aligning sustainability planning & messaging.
- Sport England – link to funding cycle as appropriate.
- Relevant EG Partners – engagement on communication & advocacy.
- Member organisations such as BIGGA, GCMA - to advocate to workforce.
- Other key stakeholders & organisations – as per alignment to the plan.

Main Duties & Key Responsibilities:

- Lead, develop and implement the England Golf sustainability plan 2025-2030.
- Deliver a sustainability promotional & advocacy campaign aligned to the plan, working closely with the communications team.
- Engage and collaborate with the R&A on sustainability projects, including Golf Course 2030.
- Engage with the British Association for Sustainable Sport (BASIS), aligning the 12 principles against the sustainability plan.
- Lead by example as a positive ambassador for England Golf, influencing behaviour changes and raising the profile of sustainability across the golfing landscape.
- Engage directly with government, Sport England and other relevant bodies on regulatory elements of sustainability, with specific focus on water resilience.
- Oversee the reduction of carbon across the organisation, including championships/events, in collaboration with consultants and colleagues.
- Engage with the National Golf Centre (NGC) team to ensure sustainable practices are identified and implemented across the business.



- Support Sustainability Officer to work closely with the Development & Membership team to provide guidance for golf clubs on key issues (water, energy, biodiversity).
- Ensure that environmental, social and economic elements of the sustainability plan are connected across the organisation.
- Support Sustainability Officer with the England Golf annual awards in relation to the sustainability category.
- Explore the commercial opportunities for sustainability in conjunction with the Commercial Manager.
- Oversee and manage the resource and capacity requirements of sustainability to calculate our carbon footprint and explore the potential to become net zero.
- Ensure sustainable golf insights are developed by collecting relevant data, analysis and assessing emerging trends.
- Implement changes to make our workplace greener, working closely with Human Resources and Admin team.
- Produce and deliver the sustainability annual operational & financial plan, including the cascading of the plan at a local level.
- In addition to the duties and responsibilities listed, the job holder will be required to perform other duties reasonably requested from time to time.

Dimensions/Resources:**Staff:**

- 1 full time.

Financial:

- Sustainability annual budget.

Administrative:

- External meetings with key stakeholders, groups & organisations.
- GB&I Sustainability group – lead role
- Internal sustainability working group – co-ordinate & lead.
- Board, senior management team, team meetings, full staff meetings.
- Presenting at county/club update meetings & workshops as required.

Location:

England Golf Headquarters, Woodhall Spa, Lincolnshire, hybrid working or potential to work from home. If the latter, as a guide it is expected that time is spent at the headquarters at least 2 to 3 days every 2 weeks.



Person Specification

Post Title: Head of Sustainability
Team: Operations/Sustainability

	ESSENTIAL	DESIRABLE
Attainment:	<ul style="list-style-type: none">• Educated to degree, or relevant qualification level.	<ul style="list-style-type: none">• Degree in business, environmental sciences, environmental management, engineering or sustainability.• Chartered Environmentalist (CEnv), or member of the Institute of Environmental Management and Assessment (IEMA) or Chartered Institute of Waste Management (CIWM)
Knowledge:	<ul style="list-style-type: none">• Excellent knowledge of the sustainability sector and sustainable practices.• Sound understanding of facility management.• Knowledge of sustainability & environmental legislation in the UK.• Experience working in business, sport, government or NGO context.	<ul style="list-style-type: none">• Understanding of golf facility management and/or leisure/recreation..• Structure of national, regional & county-based sport.• Structure of golf (general, club based, structure).
Skills:	<ul style="list-style-type: none">• Ability to build and sustain relationships with staff, volunteers and partners.• Ability to empower and influence.• Preparation and production of clear and detailed reports.• Capable of gathering and analysis of information.• Outstanding communication skills, including public speaking.• Computer literate in spreadsheet, word processing and presentation software.	
Competencies/ Behaviours:	<ul style="list-style-type: none">• Motivated and proven track record of inspiring others.• Friendly and willingly offer support and assistance to colleagues and customers.• Explain information clearly, accurately and using appropriate language.• Confidence and social skills to represent the company in external professional contexts.• Encourage and display attitudes and behaviours that respect and value diversity and promote equal opportunities.	



Relevant Experience:	<ul style="list-style-type: none">• Experience of delivering sustainability programmes• Experience and interest in sustainability, business management or environmental science.• Effective and proven budget management.• Prior work in leisure or sports related industry.• Proven people management.• Tutoring/facilitator experience.	<ul style="list-style-type: none">• Prior experience working in an office and/or home.
Any other requirement:	<ul style="list-style-type: none">• Valid driver's licence as travel will be required.	<ul style="list-style-type: none">• Involvement with golf.