



# Staffordshire Police - Role Profile

## Sustainability Lead

Reports to: Head of Commercial Services

Grade/Rank: G

### Role Purpose

To develop, lead and drive Staffordshire Police and Staffordshire Fire & Rescue's approach and delivery on sustainability, the strategy and our organisational policy.

Focus on the approach to decarbonising the fleet across the force and fire, working closely with the Head of Fleet and working with the Head of Estates to identify ways of driving a more carbon neutral estate for Staffordshire Police and Staffordshire Fire & Rescue.

Identifying key areas within the organisation that have a direct impact on our local environment and working to improve and reduce this impact and reviewing our energy consumption and how to provide 'greener' energy across the force and fire.

Contributing to and supporting the governments Net Zero carbon ambition and working with other local public sector organisations to align approaches where applicable and share ideas and best practices.

Working with the Association of Police and Crime Commissioners (APCC), The National Police Chiefs Council (NPCC) and BlueLight Commercial implementing their de-carbonisation programme in the force and fire and contributing to the Sustainability Governance Board.

### Responsibilities:

- To champion and drive environmental best practice and performance across the spectrum of Policing activities within Staffordshire Police and Staffordshire Fire & Rescue.
- To devise a policy for the force and for fire for both sustainability strategy and an environmental policy, liaising with all key stakeholders.
- Challenge current best practices and provide key strategic approaches to move to a more carbon neutral strategy.
- Identify ways to significantly reduce wastage across the force and fire, by reviewing processes and identifying improvements.
- To work with Estates colleagues identifying ways to improve energy usage and utilise more 'greener' ways of energy consumption across the force and fire.
- To bring innovation and creativity in approach to driving sustainability across the force and fire, communicating effectively and that captures hearts and minds.
- Work with Commercial colleagues to review the procurement of contracts with sustainability presence within the tender and procurement process.
- Review and analyse key data on environmental performance, creating new tools if necessary to monitor and shape future performance.
- To contribute to the forces overall strategy and ensure regular updates are provided to both Force and Fire Exec Teams on such topic.
- Work with colleagues to identify and promote energy and fuel efficiency and upskill colleagues where necessary.
- Promote water conservation and water efficiency across the force and fire and upskill key colleagues where necessary.
- To monitor, lead and ensure compliance with environmental legislation and good practice.
- Conduct environmental impact assessments, identifying and mitigating environmental risk.
- To conduct research and apply latest best practices and latest regulatory requirements to Staffordshire Police.
- To positively influence and reduce the force and fire's current spend on utilities, energy and fuel costs.



- Be responsible for compliance against statutory obligations relating to Health & Safety, financial regulations, standing orders within the topic of sustainability.
- Manage the continuous improvement of the environmental and sustainable functions of the force and fire against agreed SLA's using the relevant systems and by influencing and consulting with stakeholders in the appropriate way. Take action to ensure performance targets are met.
- To undertake other duties commensurate with the nature, level of responsibility and grading of this post, as required.

## Behaviours

The Behavioural Competency Framework (BCF) has six competencies that are clustered into three groups. Under each competency are six levels that show what behaviours will look like in practice.

This role should be operating at the following levels:

### Resolute, compassionate and committed

We are emotionally aware	Valuing Diversity	Level 3
	Managing Sensitivities/Political Savvy	Level 3
We take ownership	Customer Service	Level 3
	Maintaining Accuracy/Sustainable Working	Level 3

### Inclusive, enabling and visionary leadership

We are collaborative	Partner Working	Level 3
	Managing Complexity/Strategic Planning	Level 3
We deliver, support and inspire	(self) Leadership	Level 3
	Supporting Colleagues/Coaching & Mentoring	Level 3

### Intelligent, creative and informed policing

We analyse critically	Problem Solving	Level 3
	Situational Judgement	Level 3
We are innovative and open-minded	Continuous Improvement	Level 3
	Futurology	Level 3

## Education, Qualifications and Experience

Essential:

- A degree level professional qualification (or equivalent job role experience) with proven ability to deliver environmental and sustainability performance improvements.
- Previous job role experience in delivering sustainable projects and / or strategies within an organisation.
- Ability to lead, develop and influence change within an organisation.
- Proven ability to develop and implement new working practices, policies and procedures.
- Relevant understanding of supply chain management and business operating procedures.
- Communication and engagement skills.
- Ability to successfully manage and deliver projects.
- Proven ability to deliver results through engaging and communicating.
- Demonstrate a track record of providing a high quality, customer focused service.

**Desirable:**

- Professional qualification in Environmental Management or a relevant business qualification
- Up to date knowledge on legislation and regulations
- Lean six sigma or continuous improvement qualification.

**Skills Matrix****Essential:**

- A good understanding of environmental, sustainability and energy usage and best practices within an organisation.
- Ability to build effective working relationships at all levels of the organisation.
- Continuous improvement skills and mindset.
- Effective interpersonal skills.
- High level of communication skills
- Ability to challenge the status quo.
- Able to work under pressure and with competing demands and priorities.

**CPD Requirements****Professional Registration/Licences**

None

**Agile Profile**

**Agile with a view to service delivery and team management requirements**

**Special Conditions**

Own car for business use	No				
Higher level vetting required	No				
Requirement to wear Uniform	No				
Requirement for post entry training	No				
Hours	37 hours per week Monday - Friday				
Weekend working expected	No				
Shift allowance	No				
Fixed term or temporary role	No				
Welfare	No				
On call/standby rota	No				
Flexitime Role	Yes				
Notice Period			1 month		