

TITLE OF POSITION: Senior Sustainability Manager
REPORTS TO: Event Delivery Director
NUMBER OF DIRECT REPORTS: None
OFFICE LOCATION: Richmond, London
CONTRACT TYPE: Fixed term, December 2025*

** Potential opportunity to extend to support future projects in Sydney, Australia via contract extension, concluding September 2027.*

ROLE OVERVIEW

The Senior Sustainability Manager is an exciting role to join STH's central team to advance our commitment to environmental responsibility across all levels of our sports event operations. This role requires proactive collaboration with leadership to develop and refine sustainability targets, ensuring that our initiatives align with both company goals and broader community benefits. The manager will spearhead the integration of sustainable practices into both our event management and daily team activities, ensuring progress to both our own targets and those of the stakeholders we work alongside.

MAIN ACCOUNTABILITIES

- **Establish Sustainability Targets:** Collaborate with stakeholders to define clear sustainability targets that benefit both the company and the broader sports event community.
- **Drive Collaboration:** Facilitate cross-functional collaboration to enhance commitment to strategic sustainability goals, measured through annual Impact Reporting.
- **Leverage Data Insights:** Develop effective data reporting methods using the Impact Reporting system, informed by internal and external insights.
- **Quantify Impact and Monitor Progress:** Evaluate sustainability initiatives, ensuring alignment with predefined targets for continuous improvement.
- **Ensure Compliance:** Oversee adherence to sustainability policies, supporting integration into tournament operations and daily activities.
- **Regulation and Assurance:** Prepare and establish procedures for climate and environmental regulations, ensuring compliance with relevant laws and regulations.
- **Engage Stakeholders and Educate Teams:** Forge robust relationships with internal and external stakeholders, implementing comprehensive sustainability programs and promoting sustainable practices.
- **Innovate and Implement Sustainability Solutions:** Research and apply innovative technologies and methods to advance sustainability in sports event management.
- **Incorporate Sustainability into Daily Operations:** Integrate sustainable practices into the day-to-day operations, embedding environmental responsibility within the organizational culture.
- **Lead Sustainability Initiatives:** Champion effective sustainability efforts within the organization, inspiring adoption of similar practices across all levels.
- **Drive EDI Commitments:** Develop and implement strategies alongside HR to support and enhance stakeholder Equity, Diversity, and Inclusion (EDI) commitments, ensuring principles are integrated into sustainability initiatives and practices to foster a more inclusive and equitable environment, achieving measurable improvement in EDI targets.

KEY SKILLS

- **Strategic Sustainability Leadership:** Demonstrated expertise in leading sustainability initiatives within a large organisation, preferably within the sports or events industry.
- **Project Management Proficiency:** Strong organisational and project management skills to handle complex projects and drive sustainability objectives.
- **Stakeholder Engagement:** Exceptional ability to engage with a wide range of stakeholders, fostering partnerships that promote sustainability goals.
- **Technical Knowledge:** Deep understanding of environmental regulations and the ability to apply innovative sustainability solutions in a practical setting.

- **Analytical Skills:** Proficient in analysing sustainability metrics and using data to drive environmental strategy and improvements.

DESIREABLE COMPETNCIES

- **Innovative Problem-Solving:** Ability to identify and implement creative and effective solutions to sustainability challenges.
- **Inspirational Leadership:** Skilled at leading by example and motivating others to embrace sustainable practices.
- **Adaptability:** Flexibility to adapt strategies in response to new information or changing circumstances.
- **Passionate Advocacy:** Genuine enthusiasm for environmental stewardship and a commitment to promoting sustainability within the organisation.

A passion for sports is beneficial but not essential.

WHO WE ARE

[STH Group](#) is a [Sodexo Live!](#) company, with offices in London, Auckland and Melbourne, enabling a truly global reach and service offering.

Our Company partners with event owners to make the biggest sporting events in the world - even better! From the Olympic Games in London and Tokyo, the Cricket World Cup in England & Wales to the Rugby World Cups in Japan, England, New Zealand and France, our award-winning team cover the globe to create travel and hospitality programmes with one simple ambition – to leave sports fans knowing they have just been part of an experience of a lifetime

At STH, you **belong to something greater**; our experiences are unique and so are our people. Bring personality, your background and your desire for delighting others; in return we'll give you all you need to thrive. Through joining STH, you will be part of an inclusive and driven culture, that focuses on collective success and empowerment; we thrive of making the memorable, unforgettable for thousands of global sporting fans. We champion the ethos of the sports teams we represent and ensure our culture is one that is opportunity driven, both for the customers we serve – and the people who make them possible!

WHAT WE STAND FOR

STH Group identify the below values as fundamental commitments for every member of our team. Like the athletes we admire and connect with fans, we use these as our guiding compass in everything that we do, which supports a “one-team” mentality, culture-code and aligned directive.

- **Service Spirit:** We are customer obsessed, encouraging our teams to anticipate expectations and take pride in all services they deliver.
- **Spirit of Progress:** We strive to be trailblazers; we seek continuous improvement and innovation in everything that we do.
- **Team Spirit:** We thrive on winning together, delivering exceptional outcomes for our customers, employees, partners, and the communities in which we operate.