

JOB DESCRIPTION

Role/Title: Environmental Manager
Reports to: Renewal Programme Director

Background:

The climate crisis is the single most important issue facing us today and we are committed to reducing the environmental impact of our activities.

The Royal Ballet, The Royal Opera and the Orchestra of the Royal Opera House bring together the world's most extraordinary ballet and opera artists in live events. Our theatre is in Covent Garden but our work is experienced across the UK and globally through touring partnerships, cinemas, free outdoor screenings, radio, TV and live-streaming. Our Learning and Participation programme presents affordable performances for families, schools, students and community and health groups.

We recognise that all these activities have an impact on the environment. We are committed to working towards a net zero operation as well as increasing environmental awareness amongst our staff, artists and audiences.

Over recent years, we have made progress in reducing our emissions with initiatives such as by replacing the back of house lights and the Linbury theatre lighting rig with LEDs and upgrading two of our three chillers. We purchase our electricity from renewable sources, we recycle 57% of our waste and none of our waste goes to landfill. Inevitably our forced closure in 20/21 has reduced the emissions from our buildings by 25%.

However, we recognise that this is not a sustainable reduction and we want to put a plan in place to get to net zero. This means changing the way we work, investing in our estate and raising awareness amongst our staff, artists and audiences.

ROH is developing a major programme of work – known as the Renewal Programme - which will bring together a range of energy and sustainability initiatives, infrastructure replacement works, and individual projects which will help to transform the working environment across our estate. As part of this work, we have recently commissioned an energy strategy for the estate which will provide the roadmap for reducing energy related to electricity and gas. In addition, we are currently developing an assessment of our Scope 3 emissions and plans to reduce them.

Purpose of the job:

This is a one-year fixed-term position to support the development of the ROH's environmental strategy and action plans as we re-open our buildings

and begin our programme. This role will sit within the Renewal team and will support the Executive team on developing sustainability planning.

This will include:

- Working with heads of departments to monitor and update action plans
- Monitoring carbon footprint data
- Delivering internal and external communication campaigns
- Representing ROH sustainability with external stakeholders within our sector and beyond
- Ensuring compliance and sustainability reporting is met and completed as required
- Keeping our environmental policy updated and in accordance with our environmental strategy

Key Accountabilities:

Develop the organisational sustainability strategy and action plans

- Support the implementation of actions plans across departments
- Co-ordinate the ongoing development and monitoring of action plans across the organisation

Energy management: Monitor and improve the energy management of the buildings

- Analyse the regular energy data and suggest energy improvement projects
- Work with our Hard FM service partner (Integral) on day to day energy usage in Covent Garden and the Production Workshop and Costume Centre on High House Production Park in Thurrock
- Work with Aberdare team to improve the energy consumption in Aberdare (set storage in Wales)

Waste management: Reduce waste and increase reuse and recycling

- Collect waste statistics across the estate and work out plans to reduce waste and increase reuse and recycling
- Work with First Mile to regularly review and update Covent Garden waste streams and recycling facilities
- Work with technical team to improve the disposal of sets and how to improve our recycling in Aberdare (ROH storage facility in Wales)
- Work with High House Production Park to increase recycling in our Production Workshop and Collection Centre (located within the Park in Thurrock)

Travel & Transport: Monitor usage and support emissions reductions

- Keep data from truck usage and staff and artists travel
- Work with relevant departments to find ways to reduce emissions from transportation

Develop plans to measure and reduce 'scope 3 emissions' including:

- Production carbon footprint: work with the Production and Costume departments to
 - Establish methodology for measuring carbon footprint of productions
 - Introduce ways of reducing carbon footprint
- Procurement: support procurement to help develop sustainability measures with our procurement processes (IT, Facilities, others)
- Staff, artists and audience travel: work with the artistic companies and Audiences & Media to develop plan to capture, reduce and off set ROH travel
- Catering, retail and events: work with Development & Enterprises to develop sustainability plans for the enterprises' operations.
- Training: work with HR to develop carbon literacy training for staff where appropriate

Communication: work with the internal and external communications teams to:

- Have a clear public statement for the ROH website
- Have clear external and internal messages for intranet, public statements and beyond
- Coordinate regular communications initiatives around ROH activities and relevant national days/ weeks
- Work with colleagues to develop a staff network and staff champions, and to improve environmental outcomes

Behaviours:

- Proactively demonstrate a commitment and contribution to the Royal Opera House's health and safety culture in all activities.
- Actively promote the value of diversity in all work; uphold the ROH values and behaviours: Treat each other with Respect - Be Open - Value the Highest Standards.
- Ensure confidentiality, in line with organisational policy and data protection requirements.
- Actively contribute to own professional development, developing and maintaining knowledge and understanding of legislative changes and best practice developments.
- With the other members of the team, share responsibility for housekeeping and the maintenance of standards within the department.

This Job Description reflects the current situation. It does not preclude change or development that might be required in the future.

PERSON SPECIFICATION

Minimum Knowledge, Skills and Experience

- Previous experience in carbon footprinting and working with GHG protocol or ISO standard for quantification of GHG emissions.
- Experience in training employees with different understanding in complicated subjects (such as emissions, climate change etc)
- Proven ability in driving change within an organisation
- Experience in producing reports or briefing papers on sustainability issues for internal and external stakeholders and the board
- Proven project and programme management skills, demonstrating a broad vision combined with an eye for detail
- Highly effective and confident interpersonal and influencing skills - able to inspire confidence, and develop effective working relationships internally and externally at all levels

Other Essential Knowledge, Skills and Experience

- Demonstrable ability to work within a complex operating environment with a range of different stakeholders
- Proven ability to work proactively and independently, making decisions with minimal supervision
- Strong organisational skills, with the ability to prioritise activities, anticipate needs, plan effectively and be solutions-focused
- Excellent written and verbal communication skills
- Competent and confident Microsoft Office user and with self-sufficient administrative skills.
- Ability to carry out project evaluations and assessment of results.
- A team player with a positive outlook and strong work ethic.

The Royal Opera House is committed to creating a diverse and inclusive environment in which everyone can thrive.

