



Senior Sustainability Manager

- **Location:** Brighton and Hove
- **Working hours:** 35 hours per week with a great flexible working policy (hybrid working with a minimum of 3 days in the office)
- **Salary:** Up to £55k DOE
- **Reporting to:** Chief Financial Officer (CFO)

Progression Opportunities:

This role offers an exciting opportunity to make a significant impact at IMEX while building your presence within the events industry. With the anticipated growth and development of the function, there is strong potential for the role to progress into a Head of position within the next 1-2 years.

Role Overview:

- **Strategy:** to own the sustainability strategy end-to-end and set the direction for IMEX's sustainability initiatives.
- **Delivery:** to ensure the strategy translates into measurable business outcomes, and is delivered to time and budget.
- **Expertise:** To be the subject matter expert for sustainability in IMEX (professional lead)
- **Connector:** To work across the whole IMEX team to connect sustainability to commercial performance, governance, and long-term positioning. Builds organisational capability for sustainability by influencing, coaching, and empowering colleagues across IMEX to take ownership of sustainability goals and initiatives.
- **Engagement:** to represent IMEX with key industry bodies, demonstrating our leadership position.

Key Responsibilities:

Strategy

- Owns and evolves the sustainability strategy, targets, and decarbonisation pathway
- Accountable for key strategic themes (e.g. circularity, leadership positioning)

Delivery

- Manages IMEX's sustainability resources / suppliers
- Tracks progress against goals and recommends corrective actions when performance is off track
- Each year, delivers and develops the annual Group sustainability report and the two show highlights reports
- Proactively engages with the CFO on performance, risks, and required decisions.



Expertise

- Technical lead for sustainability measurement and reporting, ensuring we follow relevant guidance, legislation, and best practice.
- Maintains up-to-date knowledge of sustainability legislation, reporting requirements, industry trends, and emerging best practice, applying insights to continuously improve IMEX's approach.
- Provides coaching, guidance, and constructive challenge to sustainability goal owners.

Connector

- Provides sustainability guidance into decision frameworks across teams to support most appropriate guide consistent choices.
- Communicates complex sustainability requirements, risks and opportunities in a clear and practical way that supports informed decision-making across the business.
- Holds accountability for “making sustainability profitable” goal (budget ownership and revenue contribution expectations).
- Ensures partnerships required for delivery (e.g. rail, accommodation, logistics) are built and developed effectively with goal owners, and aligned with commercial opportunities.
- Supports capability building with L&D (defines knowledge gaps, shapes learning outcomes).
- Builds trusted relationships across teams and positively challenges existing approaches to embed sustainability into business decision-making.

Engagement

- Represents the organisation externally (industry groups, boards, partnerships).
- Supports the development of compelling internal and external communications that increase understanding of IMEX's sustainability strategy, progress, and impact.
- Quality assures all internal and external sustainability communications
- Identifies insights, best practice, and benchmark data for use in IMEX direction-setting.

Key relationships and resources:

- IMEX colleagues
- matrix relationship with sustainability goal owners and advocates across the business.
- Marcomms – e.g. PR, Design, Content planning.
- Finance – e.g. GHG reporting; data.
- Impact – e.g. goal programme management.
- Suppliers
- Show sustainability consultants.



Skills & Experience:

Essential

- Experience of developing and implementing sustainability strategies.
- Experience of measuring, analysing, and reporting environmental impacts and sustainability performance.
- Experience of using measurement platforms, e.g. TRACE by isla
- Experience of sustainability reporting, environmental compliance and relevant sustainability standards, frameworks, and legislation.
- Strong understanding of carbon accounting, emissions reduction, and sustainability reporting frameworks.
- Strong analytical capability, including interpreting sustainability data, identifying trends, and translating insights into business recommendations.
- Capable user of Excel and any other relevant applications for data analysis and modelling
- Experience influencing senior stakeholders and leading cross-functional initiatives through collaboration and relationship-building.
- Experience building sustainability awareness, engagement, and capability across an organisation.
- Experience managing external partners, consultants, and suppliers.

Desirable

- Relevant sustainability, environmental management, or ESG qualification.
- Experience within events, hospitality, travel, or related sectors.
- Experience representing an organisation in industry groups or partnerships.
- Active participation in relevant sustainability networks, industry groups, or professional bodies.
- Experience developing business cases and identifying commercial opportunities linked to sustainability initiatives.