

**Job Description:**

**UK&I Environment Manager**

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| Function: | Business Support - HSEQ |
| Position:  | UK&I Environment Manager |
| Job holder: | Vacant |
| Date (in job since): |  |
| Immediate manager (N+1 Job title and name): | UK&I Head of Quality & Compliance |
| Additional reporting line to: |  |
| Position location: | Home based with expectation of business travel (minimum 2 days a week) |
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| 1. Purpose of the Job – State concisely the aim of the job.  |
| To lead and coordinate environmental compliance and strategic environmental management across Sodexo UK&I, ensuring alignment with ISO 14001 standards, regulatory obligations, and ESG commitments. The role will create and maintain a framework that outlines clear ownership, visibility of compliance and strategic direction to meet environment obligations (current and future).Working closely with business leaders and managers to align environment strategies and practices with overall business objectives. This role focuses on understanding the business needs and ensuring environment initiatives effectively support those needs, ultimately contributing to the organisation's success. |

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| 5. 2. Main assignments – Indicate the main activities / duties to be conducted in the job. |
| * Own and maintain the regional ISO 14001 management system and associated EMS documentation
* Define and implement regional environmental standards and policies
* Lead horizon scanning and legal obligations tracking
* Coordinate internal audits and incident readiness protocols
* Undertake audits of business areas to assess compliance against EMS and legislative requirements at required frequencies, preparing reports and action plans
* Complete trend analysis and communicate findings and learnings to the business from assurance activities
* Develop and manage regional aspects and impacts register
* Support the application of ISO 14001 into a contract/site (where required)
* Facilitate environmental campaigns aligned with Better Tomorrow objectives
* Represent environmental interests in ESG forums and governance committees
* Support development of environment business resilience strategies and solutions
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| 2. 3. Context and main issues – Describe the most difficult types of problems the jobholder must face (internal or external to Sodexo) and/or the regulations, guidelines, practices that are to be adhered to. |
| * The role addresses the need for a regional strategic owner for environmental compliance
* Create a framework to outline strong governance and ownership of environmental processes
* Clear visibility of compliance status and incident readiness
* Beneficial application of the ISO 14001 management system delivering central requirements and contractual obligations
* Ongoing continual improvement initiatives and innovation in environmental management
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| 4. Accountabilities – Give the 3 to 5 key outputs of the position vis-à-vis the organization; they should focus on end results, not duties or activities. |
| * A clear and auditable environmental compliance position and ownership across UK&I
* Effective incident management and emergency response planning
* Delivery of regional environmental objectives and campaigns
* Integration of environmental strategy into ESG and operational governance
* Continuous improvement and innovation in environmental practices
* Embrace the global Zero Harm Mindset initiative and tools to drive continuous improvement of our health and safety performance through business resilience activities
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| 2. 5. Dimensions – Point out the main figures / indicators to give some insight on the “volumes” managed by the position and/or the activity of the Department. |
| * Approx 700 pieces of environmental legislation applicable to UK&I
* All growth opportunities require compliance to ISO14001 as part of PQQ
* Client supplier code of conducts/ESG clauses require Sodexo to be compliant to all relevant legislation
* Increasing rigor and requirements for environmental legislation and management
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| 6. Job profile – Describe the qualifications (Education & experience), competencies and skills needed to succeed in the position. |
| Competencies:* Strategic thinking and governance leadership
* Environmental compliance and auditing
* Stakeholder engagement and cross-functional coordination
* Project and change management

Education & Experience:* Degree in Environmental Science, Sustainability, or related field
* ISO 14001 lead auditor certification preferred
* Proven experience in environmental management within complex organisations
* Familiarity with ESG frameworks and UK&I regulatory landscape
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| 2. 7. Organization chart – Indicate schematically the position of the job within the organization. It is sufficient to indicate one hierarchical level above (including possible functional boss) and, if applicable, one below the position. In the horizontal direction, the other jobs reporting to the same superior should be indicated. |
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**Levels**

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Received:

Date:       Date: 14 July 2025

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Job holder Immediate Manager