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| **Role Description** |  |
| **Job title:** | AB Agri Environment Manager |
| **Reports to:** | Direct – QA Director  In-direct (dotted) –   * Global Ho HSE (Growth & China), * Global Ho HSE (Ops & Improvement) |
| **Location:** | UK flexible – must be able to travel. Ideally ~2 hours from Peterborough, London  Working style: Hybrid |
| **Direct & Indirect**  **Reports:** | None |
| **Overall Purpose:** | To be accountable for the development and delivery of the Environmental Management Systems across the business (sites/ supply chain) to meet AB Agri, assurance, legislative and customer requirements with maximum commercial pragmatism, working across AB Agri where relevant.  To actively drive change and continuous improvement across the function and contribute to the operational direction of AB Agri’s Target Zero programme and lead on legislative and environment elements.  Your role is crucial both in ensuring the company operates in accordance with environmental laws and regulations while minimizing environmental risks but also in support of AB Agri’s wider Responsibility Programme. |
| **Key Responsibilities:** | **Environmental Strategy & Action Plans:** Develop and implement environmental strategies and action plans, linked to Target Zero to ensure the company complies with relevant environmental regulations.  **Policy Implementation and Standards:** Lead the implementation of environmental policies & standards, ensuring they align with regulatory requirements and Target Zero objectives.  **Environmental Legislation Compliance:** Ensure AB Agri sites are in full compliance with UK, EU, and international environmental legislation, maintaining up-to-date knowledge of evolving regulations and ensuring all operations meet legal standards. This may include support for new business acquisitions or partnerships.  **Key External Stakeholder Relations:** Liaise with local authorities, public bodies, and relevant regulatory agencies (including Trade Associations) to ensure the company’s activities are compliant with environmental laws and regulations. This will include playing an active role in the ABF Senior Environment leads group  **Environmental Audits & Reporting:** Working collaboratively with the businesses, facilitate audits, analyse, and report on the company’s environmental performance, ensuring compliance with internal standards and external regulatory requirements.  **Impact Assessments:** Perform environmental impact assessments to identify, assess, and reduce environmental risks, ensuring the organization meets legal compliance and avoids financial penalties.  **Awareness & Training:**  Coordinate and promote appropriate training and development activities related to environmental compliance & best practise across all sites, including emerging issues that may affect the business.  **Environmental Management Systems (EMS):** Aligned to our existing ISO 50001 accreditation, develop and implement Environmental Management System(EMS) improvements & associated Standards to ensure ongoing compliance with environmental regulations and improve environmental performance, evidenced through data.  **Public Consultations:** Coordinate public hearings and consultations on environmental matters, ensuring compliance with legal transparency requirements and stakeholder engagement.  **Internal Stakeholders & Training:** Manage relationships with the managing directors and internal colleagues. Enable training of staff at all levels on environmental issues and their legal responsibilities to ensure compliance.  **Contract Negotiations or Due Diligence:** Consult on environmental service agreements, ensuring all contracts adhere to legal standards. This may include due diligence assessments prior to procurement of new companies or services.  **Environmental Reporting:** Write and manage environmental reports (both ABF, AB Agri and Site), taking a lead role in ensuring accurate, legally compliant reporting for internal and external stakeholders.  **Compliance Targets – linked to Target Zero:** In collaboration with the businesses, set organizational compliance targets, develop plans to meet those targets, and oversee their successful implementation across the business to ensure ongoing adherence to environmental requirements.  **Escalation**  Appraise the AB Agri QA Director and where required, ABF corporate teams, of any potential, significant or unresolved threats to environmental compliance. |
| **Budgetary Responsibility:** | TBC |

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| **Person Profile** |  | **Essential or**  **Desirable** |
| **Skills/ Experience, Qualifications:** | * Bachelor's degree in Science, Agriculture or Environmental practises such as Environmental Science, Environmental Law, Environmental Engineering, or a related field (Master's preferred). * Proven experience in environmental management, preferably within the feed manufacturing or food industry. * In-depth knowledge of environmental legislation and regulations (UK, EU, and international). * Experience in developing and implementing environmental compliance strategies and management systems. * Strong project management and leadership skills. * Excellent communication and interpersonal skills, with the ability to liaise with regulatory bodies, stakeholders, and internal teams. * Proficiency in conducting environmental audits, risk assessments, and compliance reporting. * IEMA Membership at Practitioner or above * IOSH and MIIRSM (preferred) * Able to communicate and influence at all levels and work collaboratively across businesses. | E  E  E  E  D  E  E  D  D  D |
| **Key behaviours:** | * Strong understanding of environmental laws and regulatory frameworks. * Strategic thinking and problem-solving related to compliance. * Strong organizational and planning abilities. * Analytical skills for environmental auditing and performance evaluation. * Excellent negotiation and communication skills. * Ability to manage multiple projects and deadlines while ensuring regulatory adherence. * Ability to build relationships and provide constructive challenge and support to a diverse team | E  E  E  E  D  D  E |
| **Other factors:** | * Full current UK Driving License required * The role will require travel away from home and will involve nights away to make best use of time spent on sites, sometimes at short notice * Adopt a creative use of technology, travel, communication mediums and face to face interaction to deliver results & team engagement, whilst achieving a sensible work life balance. |  |