

Sustainability & Impact Lead (ANZ & NA)

Position Description

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New Forests seeks a suitably qualified candidate to lead Sustainability & Impact, for the Australian, New Zealand and North American (ANZ & NA) portfolio. This position will play a crucial role in delivering comprehensive sustainability and impact outcomes across the region and supporting New Forests' global sustainability and impact initiatives in the Australia & New Zealand region.

Reporting into the Director of Asset Management ANZ, this position will be a member of the Asset Management team, which is responsible for overseeing asset management activities of New Forests and New Agriculture assets.

In addition, this position will be a member of New Forests' Sustainability & Impact Network, which supports the Global Sustainability & Impact team deliver New Forests' sustainability and impact strategy. This will be achieved by ensuring assets and investment products in the U.S., Australia and New Zealand meet sustainability and impact requirements and supporting portfolio-wide initiatives.

As the Sustainability & Impact Lead for ANZ & NA, you will play a crucial role in maintaining New Forests' sustainability and impact leadership in the region by delivering projects that result in real world positive outcomes.

Key responsibilities

Support New Forests' Sustainability and Impact Program

- Support the ongoing development and implementation of New Forests' Sustainability & Impact Policy (S&I Policy) and Sustainability and Impact Management System (SIMS).
- Assist in developing new products and strategies, including the integration of sustainability and impact requirements into associated documentation.
- Support updating existing investment vehicle sustainability and impact documentation with new requirements.
- Support continual improvement of governance frameworks to ensure sustainability and impact integration.
- Support compliance monitoring of the S&I Policy and SIMS on a regional basis.
- Contribute to New Forests' Sustainability & Impact Network.

Oversee Sustainability and Impact Due Diligence

- Work with colleagues across the Global Sustainability & Impact, Asset Management, Risk Management, and other internal teams to integrate sustainability and impact into acquisitions and disposition processes and decision making.
- Serve as the sustainability and impact due diligence subject matter expert for acquisitions in the region and provide buy-side and sell-side sustainability and impact due diligence and analysis support as required under New Forests' SIMS.
- Support the transition of sustainability and impact information identified during due diligence to the processes and tools for ongoing management including the operating model, budgets (including capital expenditure and operating expenditure), risk registers, and 100-day plans.

Deliver Sustainability and Impact Outcomes During Asset Management

- Work with colleagues across the Global Sustainability & Impact, Asset Management, Risk Management, and other internal teams to integrate sustainability and impact into asset management processes and decision making.

- Support the incorporation of sustainability and impact objectives and targets within fund and asset level strategies, the completion of annual sustainability and impact risk and opportunities assessment and the identification to strategic project to deliver better sustainability and impact outcomes.
- Lead/co-lead priority or strategic sustainability and impact projects as determined by the business, the Asset Management team, and/or third-party property managers and portfolio companies.
- Support the optimisation of New Forests' sustainability and impact and operational data collection and collation processes and use data to support performance monitoring and insights identification.
- Support completion of reporting obligations, including to clients and Manager Boards (quarterly, annually, and ad hoc), regulatory authorities (e.g., mandatory Australian climate disclosures), membership organisations (e.g., the Net Zero Asset Managers Initiative), New Forests annual Sustainability and Impact Report, and other requirements.
- Support communications and marketing efforts, including presentations to current and prospective clients and other stakeholders, regional case studies, and public-facing materials.

Sustainability and Impact Advocacy and Thought Leadership

- Engage with and participate in regional industry stakeholders and interest groups on sustainability and impact priorities.
- Contribute to sustainability and impact-related consultations (e.g., for membership groups, government, etc.) within the ANZUS region.
- Act as a strategic sustainability and impact advisor for regional business development, communication, and thought leadership initiatives.
- Support engagements related global issues and new markets in collaboration with the Global Sustainability & Impact team as required.

Qualifications, Experience and Strengths

- Strong professional experience in sustainability and impact, including responsible, sustainable or impact investment, corporate sustainability, or sustainability and impact related project management, management consulting and/or reporting.
- Experience developing and implementing environmental, sustainability or impact management systems,
- Experience with climate change and/or nature-related risks and opportunities assessments, strategies, management practices and programs, data, and reporting, including alignment with the Task Force on Climate-related Financial Disclosure recommendations and/or Task Force on Nature-related Financial Disclosure recommendations.
- Experience with social risks and opportunities assessments, strategies, management practices and programs, data, and reporting.
- Strong understanding of relevant initiatives including those related to sustainability (e.g., Australian Sustainable Finance Initiative, Responsible Investment Association Australasia), climate (e.g., Net Zero Asset Managers Initiative, Carbon Market Institute), nature (e.g., Nature Repair Market), communities (e.g., Reconciliation Action Plans), forestry and agriculture (e.g., Australian Forest Products Association, Forest Stewardship Council, Leading Harvest), and disclosure standards (e.g., Australian Sustainability Reporting Standards, EU Sustainable Finance Disclosure Regulation).
- Excellent project management, research, and analytical skills with the ability to manage multiple projects simultaneously.
- Exceptional interpersonal, written, and verbal communication, including presentation, skills.
- Collaborative, team-oriented attitude with an entrepreneurial mindset.
- Ability to translate complex data analysis into actionable insights and communicate them clearly to senior management and other stakeholders.
- Ability to manage multiple stakeholders with differing views to deliver outcomes aligned with New Forests' sustainability and impact strategy.
- Tertiary qualification or equivalent experience.