

# GET READY FOR EVERYTHING.

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## SUSTAINABILITY MANAGER - CHELTENHAM

### WHO WE ARE

Superdry is a British, founder-led brand with a truly global presence. We've been proudly creating world-class product for almost two decades, offering genuine choice to our customers with our curated style collections.

Our mission is to be the No. 1 sustainable style destination, delivering product that is authentic with unmatched quality and true integrity, much like our people.

We are on an ambitious, style-obsessed journey and need talented people to join us on the adventure. Are you ready for everything?

### THE ROLE

A fantastic opportunity has arisen to join our Sustainability team to help us on our journey to becoming the #1 sustainable style destination.

Reporting to the Head of Sustainability, the Sustainability Manager will be responsible for the certification and traceability our sustainably sourced product, as well as managing strategic projects focused on cotton in conversion – building our future fully traceable organic cotton pipeline and ensuring our investment in farmers has a positive long-term impact on their livelihoods, their land and water.

The role involves building great partnerships with external delivery partners, as well as working collaboratively with teams across the brand to deliver our sustainability goals.

### YOU WILL

- Drive delivery of our lowest impact materials initiatives, managing a small team while also working with wider stakeholders across the business and with core external experts/delivery partners.
- Work with teams to plan future seasons, identifying and leading in delivering innovations to address challenges faced at a material or process level.
- Manage group wide certification processes for raw materials– specifically to drive efficiencies, while improving traceability of sustainable materials.
- Measure, monitor and regularly report on the environmental footprint of our product in line with industry best practice – identifying pathways to results product impact.

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- Act as custodian over sustainability product claims within internal systems (PLM etc.), ensure product related claims are accurate, clear, and available to all relevant teams.
- Work with our suppliers to champion product related sustainability initiatives through our supplier community, sharing best practice and creating a pipeline of suppliers with demonstrable sustainable innovations.
- Work with external delivery partners, agreeing contracts, deliverables, and monitoring implementation of strategic projects.
- Represent Superdry at focused industry forums covering organic cotton, innovative materials, and circularity.
- Consolidate and report impacts in line with group wide target reporting, our ESG framework, and feeding into industry benchmarks.

## YOU ARE

- Somebody with experience working in sustainability and/or fashion, with some experience in product/garment certification.
- A strong communicator, able to persuade colleagues, suppliers, and wider stakeholders to take an active role, make changes to business as usual.
- Experienced in managing projects to deliver against strategic objectives.
- Honest, passionate, and committed, always operating with complete integrity.
- Able to prioritize your workload and to take a logical and measured approach to complex issues.
- Somebody that enjoys working as part of a wider multi-disciplinary team.
- IT literate with excellent written, oral and presentation skills using a wide variety of media.

## WORKING FOR SUPERDRY HAS NEVER BEEN SO REWARDING...

- 25 days annual leave, plus bank holidays, we also offer a holiday buying scheme
- An additional day off to celebrate your Birthday
- Family is massively important to us, so we have a broad range of family-friendly working policies in place, including enhanced maternity, paternity, and adoption leave
- Company Pension scheme
- All employees are covered by our Life Assurance policy whilst working at Superdry. We feel it's important to offer protection for your family and loved ones in such a situation and to support this we offer life assurance cover which pays a lump sum equivalent either twice or four times your annual salary
- A big staff discount – naturally. Because we know that you love to wear Superdry, you'll benefit from a 50% discount in store and online
- Our Head Office is home to our very own store for staff only where you can treat yourself to heavily discounted sample stock
- A health cash plan is open to all employees.
- Flexible working and core working hours between 10am – 4pm to help you achieve that all-important work-life balance

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- Access to onsite parking and as part of our sustainable development goals, we have a selection of electrical car parking points freely available to staff.
- A range of learning and development materials to help you in your career and grow with us
- We like to give back, so we allow our employees time off for volunteering work
- A global employee assistance plan in place that you can access anytime you want - it's free and confidential
- You'll also have access to a Cycle To Work Scheme and an excellent Car contract hire/purchase scheme
- A range of local discounts with businesses across Gloucestershire

At Superdry, everyone has a voice and we want to hear it. We create environments where individuality can flourish and is celebrated as part of who we are as a brand. We're incredibly proud that over 90% of our people feel strongly that they can be themselves at work.

We want to meet people with varied backgrounds because we understand that diversity of thought encourages new ideas to thrive, fuelling creativity and enabling us to do better work. We want to build a team which represents a variety of backgrounds, styles, perspectives, and skills; we hire people based on their merit and potential.

We also welcome conversations about flexible working for all roles at Superdry and will always accommodate it where possible.

Please also have a look at our [career website](#). Here you can find information about the Growing Futures Programme, a scheme that supports applicants from ethnic minority backgrounds to apply for roles at our HO in Cheltenham.