Superdry & Co

AUTHENTIC PREMIUM OUTFITTERS

JUNIOR SUSTAINABILITY & ETHICAL MANAGER – CHELTENHAM

WHO WE ARE

Superdry have been making world-class product for over 20 years, and we're proud of it. Our mission is to inspire and engage the contemporary style-obsessed consumer, whilst leaving a positive environmental legacy.

Together with our CEO, we have built a brand that has cut through the global apparel market at record speed, taking market share from brands that have existed for decades.

Our brand direction has never been stronger, evolving American Prep to resonate with a new generation of customers.

We are now on an exciting journey having reset our brand returning to our design-led roots and we are looking for talented people to join us.

THE ROLE:

A fantastic opportunity has arisen to join our Sustainability Team. The role is a great next step for somebody looking to develop their career in sustainability, while contributing to the delivery of some fantastic impactful projects.
Reporting to the Sustainability & Energy Lead, the Junior Sustainability & Ethical Manager will be responsible for maintaining a clear view of the impact of our sustainability targets, managing and evaluating project impact, and ensuring all sustainably-sourced products are certified in line with our organic cotton and recycled materials requirements.

YOU WILL:

- Drive the implementation of new traceability tools and digital systems, improving visibility and accountability throughout the supply chain.
- Act as custodian of sustainability product compliance, managing global certification records, escalating non-compliance issues, and ensuring adherence to sustainability standards.
- Manage seasonal sustainability data and objectives, accurately tracking progress against business KPIs and wider ESG targets.

- Research and embed new sustainable materials and innovations, collaborating with sourcing and fabric teams to advance circularity and low-impact product development.
- Ensure transparent sustainability communication, validating claims for packaging, e-commerce and wholesale channels to maintain integrity and customer trust.
- Support data analysis and sustainability reporting, contributing to company-wide ESG reporting, CDP submissions and impact measurement on carbon, water and chemicals.
- Co-manage key sustainability projects, including Cotton in Conversion and organic cotton farmer initiatives, building strong partnerships and delivering measurable impact.
- Oversee ethical trade and factory audit initiatives, supporting the delivery of Superdry's Respect & Dignity programme and ensuring effective follow-through on corrective action plans.
- Stay up to date with emerging issues, industry activity and competitor analysis, sharing insights on issues and trends, and protecting the business' reputation.
- Work with relevant regulatory bodies, NGOs and multi-stakeholder initiatives to maintain and enhance Superdry's approach to tackling modern slavery in our business and supply chains.

YOU ARE:

- Somebody with at least 2 years' experience working in sustainability and ethical sourcing, ideally in fashion, and with some knowledge of product traceability and certification systems.
- Somebody with a high attention to detail – you can handle large volumes data and admin tasks, with accuracy.
- Able to use Excel at a basic/intermediate level and familiar with wider Microsoft Office applications including Outlook and Word.
- Keen to learn with a positive attitude, a self-starter who can be trusted to work remotely as required, to deliver to agreed timelines.
- Somebody who enjoys working at pace and can adapt/flex as priorities change.
- Somebody who clearly communicates accurate information and is not afraid to ask questions.
- Somebody who takes accountability for their priorities and can organize and prioritize their workload.
- Somebody who works well in a team.