

CLIMATE ADAPTATION AND MITIGATION GRADUATE / CONSULTANT / SENIOR CONSULTANT

Permanent / Full time role

Homebased anywhere in the UK or mixed office working out of the ADAS Boxworth office near Cambridge or the ADAS Oxford office near Abingdon (both with the ability to work from home much of the time and access to attend meetings in the office when needed).

The role is anticipated to be full time (40 hours per week) with core working hours of 8.30 – 5pm, Monday to Friday. However, we have a flexible approach to working and can discuss adjustments to the working hours to suit individuals (e.g., part time working, shortened hours).

ADAS Climate and Sustainability

We are a diverse business working across all aspects of sustainability in relation to the land-based sectors, particularly focusing on agriculture. Our work is fast paced and ever-changing offering plenty of variety and lots of new challenges as we work with clients to help them address the sustainability challenges facing the industry. Our clients range from input providers, through farmer to food and drink manufacturers and the retail sector, we also work with Government and the levy bodies providing a wide range of solutions. We work across arable, horticultural and livestock sectors, as well as venturing into other land use areas as well. Key areas of focus in recent years have included reducing climate impact (supporting a move towards Net Zero), building resilience to climate change (including reporting to TCFD and developing adaptation strategies), understanding water use efficiency, exploring alternative novel proteins, and assessing the environmental and social impacts of changing crop production practices on European agriculture. This role will specifically aim to support the growth of our climate resilience and adaptation offer.

Key responsibilities

Our projects are typically short term (<6 months) and developed to meet our client's needs. We are therefore looking for adaptable individuals who are up for a range of different challenges to support the growth of our team going forwards.

Key responsibilities will include:

- **Delivery:** supporting high quality delivery of client projects through clear data analysis and written outputs, alongside the provision of technical input into climate impact and resilience projects. Activities may include:
 - Conducting climate change risk assessments (including reporting to TCFD requirements), working to ISO methodology, and interpreting and using climate projections (e.g., UKCP18) for scenario analysis.
 - Identifying options for adaptation and developing plans/strategies.
 - Strategy development to support the transition to Net-zero, including the assessment of GHG emissions and working to industry methodologies (e.g., GHG protocol and PAS2050).
 - Involvement in stakeholder communication, consultation, and engagement activities.

- Supporting on a range of other projects across the agriculture sector, including conducting rapid evidence assessments, development of roadmaps, development of basic tools and models etc.
- Senior consultants are expected to lead delivery of projects and manage complex projects
- **Sales:** supporting senior staff on tenders and proposals as required.
 - Senior consultants are expected to generate and follow up on sales leads
- **Marketing:** drafting of news articles for the website, attending events and conferences, preparing content for other promotional materials.
 - Senior consultants are expected to be prepared to speak at events and webinars.

Person specification

It is expected that the successful candidate will demonstrate the following attributes:

Qualifications and experience

- **Qualifications:** have a BSc qualification in a relevant or related discipline, or demonstration of equivalent experience. Further relevant qualifications such as a master's degree or PhD would be a benefit.
- **Experience:** have experience post university, working in a consultancy, industry, or policy environment, although graduates will also be considered.
- **Knowledge:** have a balance of knowledge, skills, and experience across:
 - **Climate change:** an understanding of climate science including mitigation (greenhouse gas assessments, Net Zero) and/or adaptation (climate change risk assessments, transition risks, scenario analysis, TCFD, adaptation strategies).
 - **Agricultural supply chains:** a good understanding of sustainability issues for land-based sectors (including agriculture) and the natural environment. An understanding of impacts on food and drink supply chains would be beneficial.

Skills and attributes

- **Approach:** take a rigorous approach and attention to detail in both quantitative and qualitative research and analysis.
- **Writing:** demonstrate strong writing skills and the ability to present messages in a clear and concise way to a range of different audiences (often non-technical). Candidates should be comfortable using Word and PowerPoint to create engaging materials for presentation [this will be assessed as part of the recruitment process].
- **Data analysis:** demonstrate strong quantitative/mathematical and Excel skills [this will be assessed as part of the recruitment process]. It would be a bonus for candidates to be skilled in the use of macros (Excel), R programming language or other similar coding methods (Python) to support in the development of complex data analysis and simple modelling tools.
- **Communication:** act professionally in front of a range of audiences, communicating in a clear manner through emails, videoconferencing (TEAMS) and face to face meetings.
- **Project management:** be organised and manage their own work to deliver into multiple projects. In time, starting with small projects and building to larger ones as experience grows, to take on the management of projects (with support from senior staff).
- **Contract management:** ensure contracts are managed on time and to budget.

In addition, the candidate will:

- **Behaviour:** work both independently and as part of a team, with the ability to contribute towards a positive team dynamic.

- **Driving:** hold a full driving licence and be adaptable to occasional flexible working (e.g., type of work, timing, and location).

It is not expected that all candidates will possess all the above attributes. Training will be provided where required to support the candidate to develop where required.

Salary and benefits:

- Salary negotiable depending on experience.
- Regular on the job training and mentoring.
- Contributory pension scheme (salary sacrifice).
- A flexible benefits programme including the option to buy additional holidays, health cash plan and discounted gym membership