

ual:

Net Zero at UAL

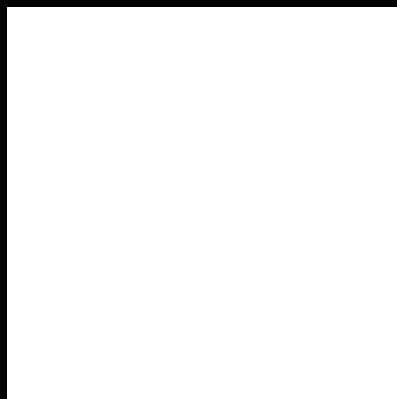
Briefing | 12 August | 2pm

What we will cover

- About UAL
- UAL's Purpose & Net Zero at UAL
- Progress to date and our focus moving forward
- The Roles
- How to apply
- Q&A

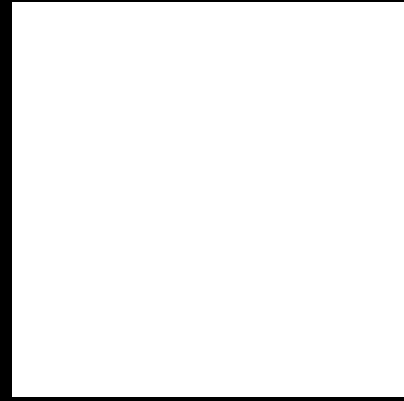


Introductions

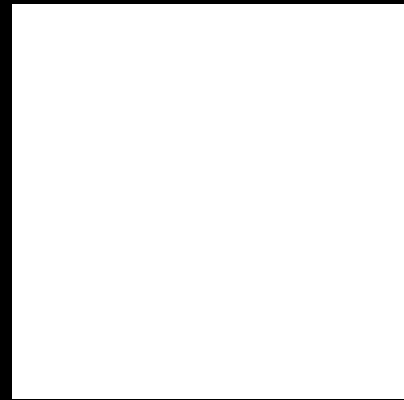


Introducing the UAL team

- Nigel Ball | Director of the Social Purpose Lab
- Catherine Arotzky | Associate Director (Sustainable Operations)
- Chris Lloyd-Bardsley | Deputy Director of Data & Planning
- David Allsop | Head of Social Purpose Operations
- Georgia Bird | Resourcing Business Partner
- Jerkole Vaz Da Silva Lino | Operations Manager
- Monique Johnson | Associate Director Social Purpose Transformation



About UAL



About UAL

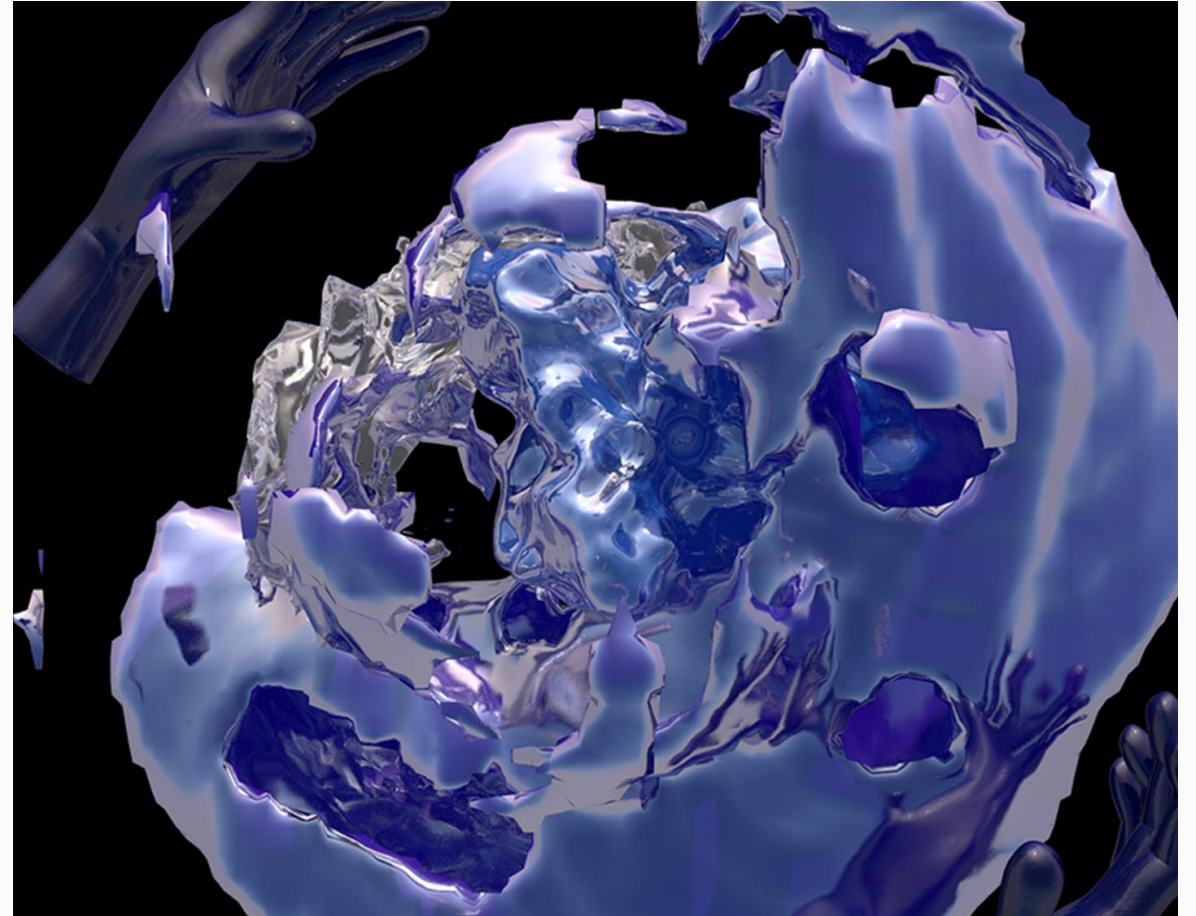
- UAL is a world-leading university for teaching and research in the fields of arts, design, performance, fashion and communication.
- UAL's intellectual and creative community is enriched by the imagination, energy and skills of our staff, students, alumni and of the many academics from other institutions who work closely with us each year.
- Our 10-year strategy declares our commitment to orient all our activity behind our social purpose: developing and championing the creativity the world needs and maximising the contribution we make to long term human and planetary wellbeing.
- With over 21,000 students and 5,000 staff, the University of the Arts London is Europe's largest specialist arts and design university. Our students study on 266 accredited courses in art and design.

UAL's purpose

We believe the world needs creativity.

Our social purpose is to nurture and share the creativity that will:

- ❑ Power cultural experiences.
- ❑ Celebrate difference of all kinds.
- ❑ Regenerate our environment.
- ❑ Build more equitable prosperity.



Kat Petersons, 2023 BA Design for Branded Spaces, London College of Communication, UAL

Net Zero at UAL

- Targeting net zero by 2030 on our direct emissions (scope 1 and 2) and by 2040 for our indirect emissions (scope 3):
 - Including the supply chain and international student travel.
 - 10 years ahead of the UK government's deadline.
- Regenerating the environment and stabilising the climate matter immensely to our staff and students:
 - We demonstrate this commitment in teaching and research, leading the sector in sustainable fashion and regenerative design practice.
 - The Sustainability Alumni Network educates, showcases, and connects alumni practicing sustainable business, design, and creativity methods.

Net Zero at UAL

- We are creating a laboratory of change, in a University striving to make social purpose a part of everything we do:
 - Our job to make sure that regeneration and justice are hardwired into our ways of changing the world with creativity.
 - We aim to change the university as a system and also the systems we operate within.

Our progress so far

Almost 500 staff have earned Carbon Literacy certification.

We have started to embed climate, racial and social justice into all our courses.

We have reduced our Scope 1 and 2 emissions by 20%.

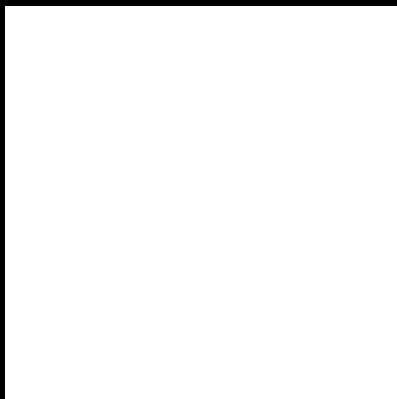
We have set up the Social Purpose Lab to support institutional transformation.



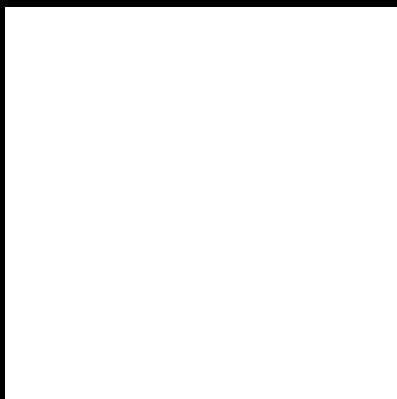
Hai Hui Xiong, 2014 Fine Art, Camberwell College of Arts, UAL |
Photograph: Kristy Noble

Our focus areas going forward

- Delivering improvements in energy use, waste and transport.
- Development of purchasing and procurement systems and processes.
- Individual behaviour change.
- Development of a Carbon Data Strategy, to monitor our emissions reduction pathway and inform action.
- Developing opportunities to further upskill staff on Carbon Literacy to support institutional change.
- Building a collaborative, cross-functional infrastructure to support coordinated efforts across all aspects of the university's operations.



Briefing on the roles



The roles

- Based across Estates, Digital and Technology Team, Finance, Social Purpose Lab, Culture Hub and Strategy, Planning and Risk Department.
- Net Zero Committee.
- Part of both home department, and the Net Zero cross-institutional team.

The roles

Existing roles

- Organisational Development Consultant (Net Zero)
- Supply-Chain Manager
- Energy Manager
- Educational Developer and 4 Curriculum Developers for climate in the curriculum
- Team in the Social Purpose Lab

Recruitment Phase One – Summer 2024

- Associate Director Estates Sustainability
- Head of Net Zero and Social Purpose Programme
- Head of Sustainability Data and Reporting

Recruitment Phase Two and Three – Autumn 2024 and Winter 2025

- Apprentice Energy & Water Officer
- Head of Estates Sustainability
- Digital Net Zero Manager
- Supply - Chain Manager
- Supply - Chain Officer
- Sustainability Officer x2

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Head of Net Zero and Social Purpose Programme

- Convene, coordinate and develop the net zero job family across departments and college representatives.
- Devise innovative strategies and roll-out a series of well-informed behaviour change initiatives for evolving UAL's net zero and social purpose ambitions.
- Initiate, lead and develop an effective network of colleagues across the institution to move the university towards its net zero and social purpose goals.
- Develop and promote the adoption of robust governance arrangements. Ensure the development of performance standards and mechanisms for monitoring and evaluation within relevant work areas.
- Provide advice and guidance on relevant net zero and social purpose issues.

Head of Sustainability Data and Reporting

- Ensure that members of the Data & Planning Team can integrate sustainability as part of business as usual by upskilling existing team members.
- Lead in defining the University's sustainability data and reporting capability, developing and implementing a comprehensive data strategy that aligns with UAL's Net Zero goals.
- Design and oversee the deployment of data collection, storage, and analysis systems that enhance sustainability reporting and decision-making.
- Develop and maintain technical documentation relating to sustainability data and reporting.
- Facilitate the integration of carbon metrics into existing analysis, modelling, data dashboards and underlying data review processes.

Apprentice Energy and Water Officer

- Opportunity to gain Level 1 Energy Manager qualification through the Apprentice Energy Manager.
- Opportunity to learn how energy flows through buildings and understand how to reduce energy use.
- Assist with the gathering of energy and water performance data.
- Support the calculation of carbon emissions related to Scope 1 and 2, and those areas of Scope 3 relevant to the buildings in operation.
- Help establish energy and environmental objectives and targets to ensure 'continuous improvement'.
- Work with the Energy Manager to implement and maintain Energy Management Software.

Autumn and Winter Roles

Information on the following roles will be available in due course:

- **Associate Director Estates Sustainability:** The subject matter expert on Net Zero for the building environment at UAL. Leading the development and delivery of the University's strategic approach.
- **Head of Estates Sustainability:** Will lead the development and delivery of UALs strategic approach to sustainability.
- **Digital Net Zero Manager:** Will support the measurement and analysis of digital carbon emissions.
- **Supply-Chain Manager:** Will develop, manage and champion UAL supply-chain engagement to foster alignment with our social purpose agenda.

Autumn and Winter Roles

Information on the following roles will be available in due course:

- **Supply-Chain Officer:** Work with the Supply-Chain Manager to implement procurement activity.
- **Sustainability Officer (Waste & Circular Economy):** Will support the Head of Estates Sustainability and the Estates Sustainability Team to ensure waste and materials are sustainably managed and to develop and implement waste and materials strategies for Estates.
- **Sustainability Officer (Transport):** Will support the Head of Estates Sustainability and the Sustainability Team to maintain and develop sustainable transport strategies and specifications for Estates across UAL.

What you can offer

- Committed to driving change, sustainability, the environment and achieving Net Zero.
- Willing to professionally challenge the status quo and put forward innovative approaches to achieving our ambitions.
- We welcome applicants from diverse backgrounds, including those who may feel underrepresented in the workforce due to socioeconomic circumstances. We aim to be a university where everyone can be themselves and are supported to reach their full potential.

How to apply

- Please follow the recruitment process outlined in our advert, this will either be through an appointed recruiter or our recruitment platform which hides identifying info from the panel who are shortlisting.
- Please include your full education and job history, you only need to upload a CV where this is indicated as part of the application process.
- Your application statement is your covering letter.
- There is no need to use all 1500 words, 800 is the optimum.

Our process

- UAL supports its line managers to be more inclusive in their recruitment practices through a range of tools and training.
- UAL encourages all recruitment panels to be diverse in terms of protected characteristics as far as possible. UAL's policy is to require B.A.M.E representation on recruitment panels.
- UAL are committed to creating a fairer and more inclusive institution for all staff, students, visitors and our university community. One of the principles of the Disability Confident framework is that we will offer a first interview to disabled candidates who meet the minimum criteria, a key action from the Resourcing Strategy action plan to ensure equal opportunities within our selection process for disabled candidates. More information can be found on our website here <https://jobs.arts.ac.uk/application-form-information/>.
- More information on our process and useful information to guide you through the recruitment process can be found on our website here <https://jobs.arts.ac.uk/our-process/>.

Q&A

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Thank you

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