



**Vegetarian Express (“VE”) Ltd.
Role Specification**

Title: Environmental, Social and Governance (“ESG”) Manager

The Role: To lead on the delivery of VE’s ESG improvement plan, covering Workers, Environment, Governance and Community, with the aim of achieving B Corp status.

Reporting to: Managing Director, David Webster

Start Date: ASAP

Location: Watford, UK

Status: 3-month full time contract, or 6-month part time

Salary/fee: TBD on application

Background

VE is a distributor of plant-based food and ingredients, providing a broad range of specialist plant-based products to food service customers across the UK. Since its foundation in 1987 VE’s unique product range has developed to over 1,000 specialist SKUs. VE’s mission is to increase the consumption of plant-based protein, thereby reducing meat consumption and the associated environmental impact of livestock production. It does this through engaging and inspiring chefs with innovative plant-based product and recipe ideas, and through educating its customers on the health and environmental benefits of reducing meat consumption.

Bridges Fund Management, the UK’s leading impact investment firm, invested in Vegetarian Express in 2016, recognising its potential for positive environmental impact aligned with strong commercial success.

The Role

The objectives of the role are to

1. Deliver the projects identified through the B Impact Assessment process, that will improve the ESG performance of VE; and
2. Successfully complete VE’s B Corp application

Key projects will include

- Impact measurement and communication: supporting VE’s impact measurement and reporting process and designing VE’s external communication of performance against its objectives (e.g. annual impact report)
- Employee engagement: support the management team in the launch of VE’s people strategy, encompassing benefits, professional/personal development and health & well-being initiatives

- Supplier engagement: introduce a formal process for supplier ESG screening and performing supplier ESG audits, engaging suppliers on identified social and environmental issues.
- Environmental impact: implementing processes to manage and reduce carbon footprint, and improve waste management and recycling

Knowledge and experience

The candidate will

- Have 3-5 years relevant industry or consulting experience and/or MBA or Masters degree in sustainability, or related areas
- Be a confident self-starter with knowledge of and keen interest in sustainability and impact management
- Be a practical self-starter with experience of successfully delivering projects to target with limited resource, adhering to budgets and deadlines
- Have experience of engaging stakeholders at all levels including staff, senior management, customers and suppliers
- Have excellent verbal and written communication skills, and a strong quantitative skill set capable of managing and analysing large data sets

The candidate will preferably

- Have relevant experience improving ESG practice in a commercial, SME context, specifically within the HR and/or Supply Chain functions
- Understand the food service sector and supply chain

Other: Full driving license

If you have the required knowledge and experience and are interested in the role please email your C.V to Conor.sullivan@bridgesfundmanagement.com