

## Position Description

Position Summary	
Position Title	Head of Sustainability and Impact
Reports To	Chief Executive Officer
Department	CEO Office
Location	Albury
Level	7
Date Updated	October 2022

Hume Bank	
Our Purpose	To be the Bank for life.
Our Values	Compassion, Respect, Aspiration, Commitment and Responsive

The Position
<p>The Head of Sustainability &amp; Impact will be responsible for the development, management and implementation of Hume Banks sustainability strategy and agenda. The role is pivotal in understanding and linking Sustainable Development Goals to Hume Banks’s purpose and how we view the banks performance and impact.</p> <p>Sustainability is both the impact and dependance on the various elements of environment that it is operating in. This is broadly regarded as the environmental, human and social elements across our complete value chain. Operating within acceptable boundaries and in a manner that positively adds value that is acceptable to our community is key to the future of Hume Bank.</p> <p>The successful candidate will provide leadership and influence for best practice and be across emerging developments in sustainability, working closely with our Executive Leadership team to help to develop and recommended appropriate sustainability initiatives, embedding sustainability into our culture, thinking and decision making.</p> <p>The main focus of this role will be to help Hume Bank create a sustainable organisation, one that has a positive environmental, economic, human and social impact. As part of this you will be responsible for advancing our sustainability credentials, the continued monitoring and reporting on relevant Sustainability frameworks and measurements and championing the balance of financial, natural and social capital across the bank.</p> <p>This role will suit a dynamic, enthusiastic leader who is able to identify and implement new initiatives, someone who is able to adopt a pragmatic approach and has a passion for creating a better future.</p>

Scope	
Direct Reports	0
Indirect Reports	Various

Key Accountabilities	
Sustainability & Impact	<ul style="list-style-type: none"> <li>• Sustainability strategy development including positioning, stakeholder mapping, materiality analysis, framework input, benchmarking and roadmaps</li> <li>• Sustainability communications including report writing, narrative positioning and message development</li> <li>• ESG management including rating agencies and external stakeholders</li> <li>• Work in collaboration with CEO, Board and Executive team to understand the corporate sustainability and impact model of Hume Bank and future aspiration to achieve this</li> <li>• Oversee the embedding of sustainability decisioning and measurements across the banks end to end value chain. This could cover stage 1,2 and 3 environmental impact measurements.</li> <li>• Planning and implementation of a sustainability strategy, over a phased period, to deliver value, impact and return in a meaningful and sustainable way</li> </ul>
Community Impact Fund	<ul style="list-style-type: none"> <li>• Supporting the development and governance of our Community Impact Fund to advance both natural and social capital impact in our home markets.</li> <li>• Work with the CEO and Executive team to deliver a strategy for the Community Impact Fund and a 5 year plan for implementation</li> </ul>
Community & Impact Partnerships	<ul style="list-style-type: none"> <li>• Promote and protect Hume Bank's reputation as a strong, innovative and progressive organisation</li> <li>• Connect to likeminded organisations to understand opportunities for partnerships, including long term ongoing relationships</li> <li>• Maintain connection to existing Community and impact partners to leverage relationship and strengthen future opportunities</li> </ul>
Business Development	<ul style="list-style-type: none"> <li>• Leverage relationships to introduce key connections to Hume Bank and understand opportunities to collaborate</li> <li>• Work closely with the CEO, Board and Executive Team to be positioned as a market leader in key areas, providing insight, thought leadership and engage in a culture of sharing</li> </ul>

Other Roles	
Leadership Team	Member of Leadership Team

<b>Position Requirements</b>	
Qualifications	<ul style="list-style-type: none"> <li>• Bachelor's degree is essential (Master of Sustainable Development, Bachelor of Environment Science &amp; Management, Bachelor of Arts in Sustainable Development or similar)</li> <li>• Further post graduate study (desirable)</li> </ul>
Experience	<ul style="list-style-type: none"> <li>• Previous experience in a professional sustainability or impact related role</li> <li>• Previous experience, understanding and active participation in various sustainability programs</li> <li>• Experience in cross functional leadership of key stakeholders</li> </ul>
Skills and Competencies	<ul style="list-style-type: none"> <li>• A strong and up to date theoretical understanding of sustainability.</li> <li>• Strong data management, budgeting and sustainability reporting skills, including ability to develop</li> <li>• Ability to build personal and organisational credibility and build beneficial internal and external relationships.</li> <li>• Ambitious with a high level of energy and commitment</li> <li>• Timely, responsive and engaging approach that delivers exceptional customer service, regardless of who the customer may be</li> <li>• Decision maker and solutions oriented</li> <li>• Able to adapt quickly to changes</li> <li>• Excellent written, verbal communication and influencing skills</li> <li>• Ability to oversee a project or strategic delivery, over an extensive period of time, with key milestones</li> </ul>
Driver's Licence	A driver's licence is required for this position
Travel	Travel may be required from time to time