



Job Title (Vidrala Group)	Environmental Compliance & Assurance Manager
Job Title	Environmental Compliance & Assurance Manager
Organisational Unit	Encirc
Business Unit	Health, Safety & Environment
Reporting to (Hierarchical)	Head of HSE
Reporting to (Functional)	Head of HSE

Main Purpose of Role

The Environmental Compliance & Assurance Manager provides leadership, governance, and oversight for all environmental compliance and assurance activities across the Group. This role ensures that all operations meet or exceed legal, regulatory, and company standards, embedding strong environmental governance and continuous improvement aligned with Encirc's Zero Harm to People & Environment strategy.

Acting as Encirc's senior environmental compliance authority, the role combines strategic leadership, regulatory assurance, and data-driven insight to drive excellence in environmental performance and sustainability across all business units.

Key Accountabilities

Strategy & Leadership

- Develop and implement the Group Environmental Compliance & Assurance Strategy, aligned with corporate sustainability and Zero Harm goals.
- Act as the senior subject matter expert on environmental legislation, compliance, and ISO standards, influencing corporate decision-making and investment priorities.
- Lead cross-functional programs to improve environmental performance, including emissions, waste, water, and energy management.
- Support site and functional leaders in embedding environmental objectives into their operational and strategic plans.

Compliance Oversight

- Establish and maintain the Encirc Environmental Compliance Framework, ensuring consistency and transparency across all sites.
- Ensure compliance with environmental legislation, permits, and regulatory requirements in all jurisdictions of operation.
- Maintain and regularly update the Encirc Legal Register of environmental obligations.
- Oversee the completion and verification of statutory inspections, permits, and consents.

Assurance & Audit

- Lead the internal environmental audit program, ensuring all sites are audited according to schedule.
- Provide independent assurance of site environmental performance, data accuracy, and compliance.
- Coordinate third-party audits, certifications (e.g., ISO 14001, ISO 50001), and regulatory inspections.
- Produce concise assurance reports with clear findings, root causes, and improvement actions, tracking these to closure.

Governance & Reporting

- Develop and maintain group-wide environmental KPIs, dashboards, and reporting frameworks for the ExCo, SLT, and Board.
- Identify and escalate systemic non-conformance or significant environmental risks, ensuring accountability and timely resolution.
- Provide quarterly assurance updates and annual environmental performance reports.
- Ensure integration of environmental governance within the broader HSE management and business assurance frameworks.

Sustainability & Continuous Improvement

"This is a brief outline of the role and is by no means exhaustive. The post holder will be expected to undertake duties as appropriate to the position. Significant changes to the role and its responsibilities would be subject to appropriate consultation with the post holder".



- Drive initiatives to improve carbon reduction, energy efficiency, waste minimisation, and resource circularity.
- Benchmark environmental performance against peers and best practice standards.
- Identify innovation opportunities that enhance sustainability outcomes and compliance resilience.
- Partner with the Corporate Sustainability Team on ESG reporting and climate-related disclosures.

Advisory, Training & Engagement

- Provide expert environmental compliance advice to site leadership and operational teams.
- Deliver training and awareness programs on environmental responsibilities, compliance, and governance.
- Support site HSE teams in interpreting and applying environmental legislation and permits.
- Engage with regulators, certification bodies, and external stakeholders to represent Encirc's environmental standards and leadership.

Knowledge, Skills and Experience

Essential Functional / Technical Skills

Essential:

- Degree in Environmental Science, Environmental Management, or a related discipline.
- Minimum 7 years' experience in environmental compliance, audit, or management roles within manufacturing or high-risk industries.
- In-depth knowledge of UK & Ireland environmental legislation, ISO 14001, ISO 50001, and sustainability reporting frameworks.
- Proven track record in leading environmental audits and compliance assurance programmes across multiple sites.
- Strong analytical skills with the ability to interpret and present complex data to senior audiences.
- Willingness to travel regularly between sites across the UK & Ireland.

Desirable:

- Chartered Environmentalist (CEnv) or MIEMA.
- Lead Auditor certification for ISO 14001 and/or ISO 50001.
- Experience with COMAH or other high-hazard regulatory regimes.
- Familiarity with ESG and carbon reporting frameworks (e.g., SECR, TCFD).

Personal Attributes / Competencies

- Strategic thinker with operational attention to detail.
- Strong influencing and communication skills at senior leadership level.
- High integrity, objectivity, and professional judgement.
- Excellent report writing, presentation, and data visualisation capabilities.
- Resilient, proactive, and able to drive continuous improvement.

Alignment with our company values:

- Commitment to Customers
- People Commitment & Development
- Sustainability
- Collaboration
- High Performance
- Innovation & Continuous Improvement

Alignment with our company purpose:

- Great People
- Great Place
- Great Future

Impact

Individual Contribution / KPIs







- 100% completion of scheduled environmental audits.
- % closure of audit findings within agreed timescales.
- Reduction in repeat non-conformities and environmental incidents.
- Achievement of group sustainability and compliance targets (CO₂, waste, water, energy).
- Improved external audit outcomes and ESG ratings.

"This is a brief outline of the role and is by no means exhaustive. The post holder will be expected to undertake duties as appropriate to the position. Significant changes to the role and its responsibilities would be subject to appropriate consultation with the post holder".



Key Contacts

- Site HSE Leads, Corporate Sustainability Team, Operations Leadership Teams.
- Liaises with: Regulators, Certification Bodies, Industry Associations, and Community Stakeholders.

Value	Leads Others
Commitment to Customers 	<ul style="list-style-type: none"> ➤ I listen and value input from stakeholders. I am a trusted advisor. ➤ I consider big picture, I identify and communicate risks, challenges and opportunities. ➤ I empower others, together we can meet the needs of customers and the organisation.
People Commitment and Development 	<ul style="list-style-type: none"> ➤ I always provide open and honest feedback, team behaviours are values-based. ➤ As a leader, my priority is the success of others, I achieve this by offering regular feedback and development opportunities. ➤ I ensure all of my stakeholders feel safe, included and have an equal opportunity to contribute and succeed.
Sustainability 	<ul style="list-style-type: none"> ➤ I ensure others is conscious of our impact on people and environment, people and safety remain top of my agenda. ➤ I encourage others to embrace positive change. ➤ I role model how to make sustainable choices, and sustainability conscious decisions.
High performance 	<ul style="list-style-type: none"> ➤ My interactions with others are values driven and well planned. I ensure we reflect on lessons learned. ➤ We are accountable for delivering against objectives or targets. I support others through coaching, development and regular feedback. ➤ We face challenges head-on, as a team.
Collaboration 	<ul style="list-style-type: none"> ➤ I adapt my style of communication to get the best out of others and actively seek out a diverse range of perspectives and ideas. ➤ I champion equity, diversity, and inclusion. I challenge inappropriate language or behaviours consistently and respectfully. ➤ I am comfortable with not being the expert, we play to our strengths.
Innovation and continuous improvement 	<ul style="list-style-type: none"> ➤ I create an environment where it is safe to challenge and be curious. ➤ We reflect on performance, I encourage celebration of our successes and always look for improvements. ➤ I am open to change, I communicate the reasons for change, I am transparent about the challenges.

"This is a brief outline of the role and is by no means exhaustive. The post holder will be expected to undertake duties as appropriate to the position. Significant changes to the role and its responsibilities would be subject to appropriate consultation with the post holder".