

Green and Sustainability

Elevate your career through College **C**, or an Apprenticeship **A**



Job Roles (can include)		Skills (can include)	Knowledge and Behaviours (can include)
Level 4+ Senior Management A • Head of Sustainability • ESG Director • Environmental Strategy Lead • Net Zero Programme Director	Level 4+ Senior Management A • Design and oversee sustainability strategy • Lead cross-departmental green programmes • Influence policy and culture • Represent organisation on ESG matters	Level 4+ Senior Management A • In-depth knowledge of green regulations and international frameworks • Strategic thinking and future planning • High-level stakeholder management • Advocacy for long-term sustainability	
Level 4 Junior to Middle Management A • Sustainability Manager • Environmental Compliance Lead • Energy and Waste Manager • Net Zero Project Officer	Level 4 Junior to Middle Management A • Develop and manage sustainability policies • Lead environmental risk assessments • Report against ESG metrics • Monitor progress to carbon goals	Level 4 Junior to Middle Management A • Applied knowledge of carbon accounting, ESG, and circular economy • Confident working across teams • Commitment to ethical leadership • Goal-driven and strategic	
Level 3 Experienced to Supervisory A • Environmental Officer • Energy Advisor • Carbon Reduction Analyst • CSR Officer	Level 3 Experienced to Supervisory A • Conduct energy and waste audits • Create improvement action plans • Present sustainability data • Engage staff in green initiatives	Level 3 Experienced to Supervisory A • Understanding of energy/waste systems • Knowledge of legislation (e.g. Net Zero targets) • Collaborative and proactive approach • Strong communication skills	
Level 2 Entry level employment to Intermediate A C • Sustainability Assistant • Recycling Operative • Green Technician • Environmental Services Support	Level 2 Entry level employment to Intermediate A C • Identify and sort materials for recycling • Follow environmental regulations • Record energy/waste data • Assist in sustainability campaigns	Level 2 Entry level employment to Intermediate A C • Awareness of environmental impact • Basic health, safety and compliance • Interest in sustainable practices • Willingness to learn and follow procedures	