

Head of Sustainable Operations

Reporting line: Chief operating & Sustainability Officer

Background

Redevco is a pan-European real estate platform that invests both proprietary and third party capital across mainstream European cities. Redevco today manages circa €10.5bn of assets under management, with ambitions to grow the platform over the next 5-10 years. The business manages both a proprietary pan-European mixed used vehicle with circa €5bn of AUM with a €1bn investment programme underway across the retail, mixed use and residential space and, in addition, various third party mandates spanning development, opportunistic, value add and core plus for institutional clients.

The platform has a strong market presence in Belgium, France, Germany, the Netherlands, Spain and the UK. It is looking to further expand its capability set in the coming years with further investment and expansion.

Redevco was founded 25 years ago and is part of the COFRA group, a family business with its origins in 1841. COFRA is the holding company of Redevco (Real Estate), Bregal (Private Equity), Anthos (Listed Investments), Sunrock (Clean Energy), The Sustainable Food Group (Sustainable Food) and C&A (Retail). The entities collaborate closely to provide opportunities, ideas and entrepreneurship. They all have a clear mission to be a force for good.

Role overview

Reporting to the Chief Operating & Sustainability Officer, The Head of Sustainable Operations will lead the Sustainability Team and the Sustainability program across Redevco, including decarbonisation of the real estate portfolio, improving the wellbeing of users and local communities, whilst ensuring good governance. This role is responsible for ensuring the implementation of the overall strategy, establishing and monitoring key performance indicators (KPIs), and ensuring the integration of sustainable practices into property development, asset management, and operations. The Head of Sustainable Operations will serve as a key advisor to senior leadership, manage internal and external stakeholder relationships, and ensure compliance with emerging regulatory requirements and industry reporting standards.

Key responsibilities:

- Lead existing Sustainability Team
- Overall responsibility for execution of the sustainability workplan and delivery of the sustainability KPIs
- Collaborate with colleagues throughout the platform to execute agreed actions
- Maintain appropriate and ongoing project control structure by frequent and active monitoring against pre-agreed KPI's with project owners throughout the platform as well as wider sustainability team
- Engage with Investment Directors to set high-level sustainability ambitions per mandate and assist with discussions with existing and prospective investor clients
- Engage with Head of Asset & Transaction Management in each country to help translate fund-level ambitions to asset-level requirements
- Preparation/oversight of regular reporting updates, ESG-related presentations etc.
- Reporting on project progress, prioritisation of decision making and identification (and resolution) of obstacles to success

Strategy and governance

- Execute the long-term sustainability strategy that aligns with the company's mission and financial objectives.
- Set ambitious, measurable goals related to reducing energy consumption, carbon emissions, water use, and waste across the portfolio.
- Provide expert advice to senior leadership on issues and opportunities related to sustainability.
- Monitor emerging sustainability trends, regulations (e.g., EU Taxonomy, CSRD, climate disclosure rules), and best practices to ensure the company remains at the forefront of the industry.

Reporting and data management

- Lead the preparation and submission of sustainability-related reporting and disclosures, including key real estate industry frameworks like GRESB, TCFD, and SFDR.
- Oversee the collection, analysis, and validation of sustainability data (energy, water, waste) to track performance and progress towards targets.
- Communicate the company's sustainability performance and progress to internal and external stakeholders.

Implementation and performance

- Drive portfolio-level decarbonisation and climate resilience strategies, including developing net-zero roadmaps and managing climate risk assessments.
- Identify, evaluate, and advise on sustainability initiatives for real estate deals, retrofits, and new developments to optimise return on investment (ROI).
- Work with asset and property managers to integrate sustainability factors into day-to-day operations, including green leasing and tenant engagement programs.
- Advise on the procurement and implementation of sustainability software, consultants, and vendors to support data tracking and reporting relevant improving out sustainability performance.
- Oversee green building certification efforts (e.g., LEED, BREEAM, WELL) for new and existing properties.

Key performance indicators

- Delivery of sustainability workplan, delivery of the sustainability KPIs and implementation of impact agenda
- Clear annual progress on execution and delivery towards Mission 2040 and SBTi targets
- Progress against pre-agreed measures for success
- Contribution to positive and fluent cooperation with other departments
- Oversight of Redevco's annual RI Report

Requirements

- **Strategic and analytical thinking:** The ability to develop and execute long-term plans, analyse complex data, and assess the financial implications of sustainability investments.
- **Leadership and influence:** Strong leadership capabilities to drive change, motivate teams, execute initiatives, and influence stakeholders across all levels of the organization.
- **Communication:** Excellent written and verbal communication skills to present complex information clearly to diverse audiences, from technical experts to executives.
- **Problem-solving:** The creativity and critical thinking skills to address environmental challenges and devise innovative, sustainable solutions.
- **Business acumen:** A solid understanding of real estate market dynamics, finance, and capital planning.
- **Technical knowledge:** Knowledge of key sustainability areas in real estate, such as carbon accounting, energy efficiency, climate risk, and renewable energy strategies