

JOB DESCRIPTION: MANAGER / SENIOR MANAGER LEADING ICMM'S CLOSURE AND WATER STEWARDSHIP PROJECTS

Title: Manager / Senior Manager - depending on experience
Reporting line: Director, Environment
Direct reports: 1-2
Location: Central London office with option to work remotely from anywhere
Contract type: Full time, permanent, or secondment for 2 years

About ICMM

ICMM stands for mining with principles. We bring together a third of the global metals and mining industry, along with key partners to drive leadership, action and innovation for sustainable development, ultimately delivering a positive contribution to society. Through collaboration, ICMM member companies set the standard for responsibly produced minerals and metals in a safe, just and sustainable world.

The Team

We are a globally connected, innovative team who are passionate about sustainability and the contribution mining can make to the sustainable development agenda. Our project teams are cross functional, integrative and agile in their approach to delivery. We live our values and collaboration is central to our culture - from the way we work as a team to our engagement with members and the relationships we build with other sectors, civil society, investors and suppliers. We deeply value the contributions of every individual and encourage team members to bring their unique perspective, experience and passion to the work that we do.

The Role

We are looking for a passionate and experienced environmental practitioner with a strong background in integrated land and water management to lead ICMM's work on mine closure and water stewardship, and to support delivery of our nature and circular economy projects. The role is open to both candidates seeking a permanent position and those interested in a long term (minimum 2 years) secondment from either an ICMM member company or relevant consultancy.

Working closely with other team members you will be responsible for leading the implementation of ICMM's water and closure projects including:

- Facilitating workshops, peer-to-peer exchange and multi-stakeholder forums to build capacity for implementing ICMM's water stewardship commitments and reporting standard, and best-practice approaches to integrated mine closure
- Overseeing development of technical guidance, practical tools, maturity frameworks and resources to improve water and closure-related performance

ICMM
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VAT Registration
— No. 161 6686 90

- Leading research, engagement and collaboration with members and external stakeholders to identify, develop and facilitate a multistakeholder partnership to improve water stewardship at a catchment level
- Engaging members and external stakeholders to develop robust and pragmatic closure metrics that will form part of ICMM's broader nature-related metrics and disclosure commitments
- Developing external relationships and partnerships to build awareness and champion improved performance in the wider sector and value chain
- Working closely with colleagues from policy and communications to track developments in the policy space and develop messaging and communications that help position ICMM members performance on land and water stewardship
- Measuring and monitoring progress and ensuring an integrated approach to project delivery
- Championing integration both within the environment portfolio and across related social, governance and innovation projects at ICMM

You will also be a key member of the nature and circular economy project teams, with responsibilities in supporting the development of a leadership position on circular regenerative models for mining and also in the development of an industry-wide commitment on mining's contribution to a nature-positive future.

Working within our matrix structure you will have an opportunity to actively engage in other aspects of the broader ICMM work programme, applying your unique experience and expertise to strengthen the industry's contribution to the sustainable development agenda.

Your profile

You will share our passion for sustainability, have 8+ years' experience working in water stewardship, mine closure, and / or land stewardship, ideally within a company, consultancy, government, civil society or association. You have a good working knowledge of the global policy environment related to water stewardship, mine closure, biodiversity, climate change and broader sustainable development issues. Ideally you will have knowledge of the extractives industry and experience working in or with corporate business across the areas of natural resource development, conservation, sustainability and / or international development.

You will be adaptable, creative and a strategic thinker who can move from planning to implementation with ease. A strong team player and influencer, you will have excellent interpersonal, communication and engagement skills, with the ability to build, maintain, and leverage relationships both internally and across multiple external stakeholder groups.

Essential requirements:

- 8+ years' relevant experience in water management and reporting, mine closure, and / or biodiversity and land stewardship
- Excellent planning, prioritisation and project management skills
- Demonstrated ability to lead the delivery of complex multi-stakeholder sustainability-related work programmes
- Well-honed skills in fostering collaborative international networks and experience in influencing and persuading others at senior levels of industry, government, and NGOs
- Fluent in English with first class writing, presentation, facilitation and communication skills, including in connection with technical material.

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Desirable attributes:

- Working knowledge and / or experience of water accounting and reporting practices for the mining industry
- Practical knowledge and / or experience of financial provisioning for mine closure
- Experience designing and delivering multi-stakeholder partnerships
- Proficiency in more than one of ICMM's official languages (English, Spanish, Portuguese, Russian, Japanese, French)

What ICMM offers

A competitive salary and a comprehensive range of benefits including bonus, 8% employers' pension contribution, private medical insurance, permanent health insurance and life assurance. Our benefit schemes include an employee assistance programme and wellbeing allowances.

23 days holidays plus bank holidays and all working days falling between Christmas Day and New Year's Day, as well as summer Friday afternoons. We also encourage colleagues to volunteer doing what matters to them and offer 3 days paid leave for volunteering for community activities.

We partner with colleagues to make work work for them. This is reflected in our 'Anywhere Anytime' policy of flexible working arrangements which can include compressed or dispersed hours, variable start and finish times and remote working.

We offer enhanced statutory maternity and paternity leave pay and the statutory pay entitlements of partners taking shared parental leave.

Our commitment to diversity, equity and inclusion

As an Equal Opportunities employer, ICMM tries to reflect the importance it ascribes to diversity and inclusion as paramount principles in all its recruitment and employment processes and practices.

We recognise that the Black, Asian and minority ethnic community is under-represented in the mining and metals industry generally and we are also aware that, as a small company, we haven't been able to build a staff team at ICMM that is as representative as we would like it to be.

We welcome applications for the role advertised above from all candidates with the desired competencies irrespective of their gender, race, age, ethnicity, nationality, sexual orientation, intersex status, physical or mental disability, mental health condition, relationship status, religion, political opinion, industry/union affiliations, pregnancy, family responsibilities or other attributes protected in law.

Interested?

This role is open to both applicants looking for a permanent position or for candidates seeking a long term (minimum 2 years) secondment from a mining company or relevant consultancy.

If you are interested in applying for this position and believe you have the required experience and competencies, please send your CV and a cover letter to **Hayley Zipp at hayley.zipp@icmm.com by 27th July.**

ICMM will treat all applicants' personal data in compliance with relevant legislation including the General Data Protection Regulation (GDPR). For full details, see the "Job applicants privacy notice" in the "Careers" section of ICMM's website: www.icmm.com

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