



Position title:	Head of Sustainability
Department:	Government & Sustainability
Function:	Sustainability
Reports to:	EGM Government and Sustainability
Direct reports:	Two indirect reports
Location:	Sydney or Melbourne and Hybrid
Document review date:	October 2024

Role overview

As a member of the Senior Leadership Team, the Head of Sustainability will be a key driver in advancing Tilt Renewables energy projects to achieve our target of 6GW committed by 2030. As a Leader at a major industry participant, this role has the opportunity to materially shape Australia’s energy transition and drive the Sustainability strategy for the company.

Reporting directly to the EGM Government & Sustainability, you will collaborate with cross-functional internal and external stakeholders to identify and deliver sustainability benefits, create a point of differentiation through our sustainability strategy and foster positive relationships.

Your strategic leadership will be pivotal in the integration of sustainable practices across all aspects of Tilt Renewables development, delivery and operations. Your vision, leadership, and expertise will be critical in advancing our commitment to environmental stewardship, social responsibility, and long-term resilience.

Your ability to collaborate, inspire, and lead by example will be instrumental in shaping our culture, living by our values and achieving our strategic goals. We seek an individual who not only excels in their functional expertise but also embodies the qualities of a team player, role model, and visionary leader.

Key Accountabilities

The key accountabilities may include (but are not limited to):

- Sustainability Strategy & Reporting:** Develop and implement Tilt Renewables’ sustainability short to long term strategy including the development of a contemporary Sustainability report which delivers stakeholder benefits, meets all reporting obligations and is aligned to shareholder and Board requirements. Ensure timely reporting on project progress and milestones. Identify key sustainability priorities, set measurable targets, and create action plans to achieve them. Foster a culture of sustainability throughout Tilt Renewables through engagement with our Board, employees, suppliers, and partners.
- Nature and Social Responsibility:** Drive initiatives to reduce our environmental footprint, including nature impact strategies to achieve our Net Positive biodiversity target. Collaborate with the people and safety team and landholder management teams to implement social impact programs, the Diversity, Equity and Inclusion strategy, and community engagement efforts. Ensure ethical business practices and compliance with relevant regulations.

- **Risk Management and Climate:** Assess sustainability-related risks, such as climate change impacts, resource scarcity, and reputational risks and develop contingency plans to enhance organisational resilience to achieve our target of Net Zero scope 1, 2 and 3 emissions.
- **Innovation and Research:** Develop new strategic partnerships across technology innovations, research and biodiversity. Encourage innovation and pilot projects that drive positive change across biodiversity, community development, First Nations engagement and other key areas. Stay informed about emerging trends, technologies, and best practices in sustainability and renewable energy.
- **Other responsibilities as required.**

Key Relationships

This role will work closely with:

Tilt Renewables stakeholders:

- Executive Team
- Sustainability Working Group
- Board, particularly Board Sustainability Committee
- People and Experience
- Environment and Safety
- Finance and Finance Reporting

External stakeholders:

- External benchmarking agencies e.g. GRESB
- Universities, research organisations, conservation funds
- Government, government agencies and industry bodies
- Consultants
- First Nations organisations

Skills and Experience

Experience

- Minimum of 8+ years of experience in development and implementation of a sustainability strategy.
- Experience in delivering meaningful sustainability outcomes that create strategic value, and practical benefits for stakeholders.
- Experience working with a sustainability rating framework.
- Experience working across an organisation within a matrix structure or with direct reports.
- Expertise in biodiversity initiatives, experience working on projects that integrate social responsibility and development of strong business partnerships, viewed favourably.
- Familiarity with Australia's Indigenous engagement principles and Australian sustainability regulations and policies.
- Strong leadership skills with the ability to influence senior stakeholders and inspire action across teams.



- Strong vision-setting and is a strategic thinker with exceptional communication and stakeholder management skills.

Skills

- Strategic thinking and vision-setting
- Outstanding communication and stakeholder management skills
- Ability to prioritise
- Analytical mindset and commercial acumen
- Change management expertise
- Excellent communication and diplomacy
- Ability to build consensus and influence decision-makers
- Cultural sensitivity and commitment to reconciliation

Qualifications

Minimum graduate level degree in Engineering, Science or other relevant qualifications

Key Competencies and Capabilities

<p>Capabilities</p> <ul style="list-style-type: none">• Regular domestic travel to other asset / site locations• Occasional work outdoors in potentially harsh conditions• Driving long distances required for remote site visits	<p>Competencies</p> <ul style="list-style-type: none">• Collaboration• Customer Focus• Drives vision, purpose, results• Plans and aligns• Communicates effectively• Ensures accountability• Manages ambiguity• Instils trust• Develops Talent
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About Tilt Renewables

Tilt Renewables aims to be the leading developer, owner and manager of renewable energy generation assets in Australia. With 1.7 GW of Operational Assets and a pipeline of over 5GW we are well positioned to achieve this.

We are proudly Australian with strong brand recognition known for developing and operating, high quality assets in Australia with a long-term owner's perspective. With a significant pipeline of development opportunities, we have an appetite for growth.

Our approach is to adopt a pragmatic view of the development, asset operation and energy market functions focussed on optimising customer, investor, employee and community outcomes. This requires agile and effective decision making and outstanding execution of opportunities.

Credibility in the eyes of our investment stakeholders as well as strong relationships with our customers, key suppliers, contractors and the communities we operate in are critical to Tilt Renewables' success. Tilt Renewables has corporate offices in Melbourne and Sydney and a rapidly growing capable team of approximately 120 employees who are able to apply themselves to any issue or opportunity, regardless of functional structure.

We are committed to a customer centric renewable energy solution, building on our enviable track-record, experience, and reputation.

Our Vision

Our vision ***to drive the transition to renewables through everything we do*** focuses on us helping create the world we want to be part of and to look for those opportunities in everything we do.

Our Values

Developed by our team to reflect what matters most to us, our values are simple, unequivocal, and focused on how we generate a difference – for our business, for our people, for our investors and for the communities we work with.

We are People Powered | We Get It Done | We Lead

Our Investors

Tilt Renewables has three key investors:

- Future Fund (40%),
- QIC (40%); and
- AGL (20%)