

Position Title

Director of Sustainability and Environmental Action

Position Summary

The Director of Sustainability and Environmental Action leads environmental efforts at Bryn Mawr College by envisioning, building, implementing, and managing sustainable development in support of environmental action and justice on campus. The Director will develop and advance initiatives, act as a liaison and leader for students, faculty, and staff, foster and manage collaborations with local stakeholders, and will be responsible for internal and external environmental data reporting.

This position reports directly to the VP of Finance and Administration with a dotted line to the Chief of Staff and works alongside the Director of Facilities and faculty leaders. The role will work closely with key partners on campus like the Civic Engagement Office, Transportation Services, Dining Services, Facilities, Library and Information Technology Services, and faculty, students, and staff to ensure sustainability initiatives are incorporated into daily operations, planning, construction, student life, and curricula. As a sustainability liaison for the college, the Director fosters collaboration with off-campus stakeholders to manage and lead sustainability goals as they engage our changing ecosystems and environments in conversation with our regional neighbors, surrounding communities, and Tri-Co partners. The Director will be a strategist with entrepreneurial experience who will lead our sustainability program through innovation with an explicit goal of long-term and sustained carbon neutrality.

Responsibilities

Development, Strategy, and Partnership – 50%

Develop and execute an environmental action and sustainability strategy rooted in sustainable energy usage, land stewardship, sustainable operations and practices, and curricular innovation. Spearhead studies that deepen the approach to this strategy like an energy audit, a waste stream study or food stream assessment, and a land use study. Build

initiatives that envision solutions to the results of the conducted studies, such as a waste management plan, a decarbonization plan, a sustainable food systems program, green purchasing guidelines, sustainable building practices, and a restorative land stewardship plan. Develop collaborative partnerships with internal partners and local organizations, townships, and groups, including Recycling and Waste organizations, regional agroecology and Indigenous tribes and nations, as well as Lower Merion Township, and the Pennsylvania Environmental Commission (PEC), to work together on strategic campus initiatives. Engage faculty expertise and on campus committees to enhance and strengthen sustainability curriculum, including programing for first-year students within Custom's Week and/or Thrive. Highlight sustainability course offerings to students, including TriCo offerings, and work with faculty to increase sustainability course offerings.

Training, Communication, and Engagement – 40%

Provide training and guidance to the College community regarding key sustainability issues like waste disposal, energy usage, and sustainable usage pathways. Develop events like community freecycle events, single-use plastics and e-waste disposal, RecycleMania, and Energy Action Week. Serve as a central information source about campus sustainability and provide regular communication on sustainability programs, tips, resources, and engagement opportunities. Establish clear sustainability signage to be posted around campus on waste disposal topics, including guidelines for recycling and composting, etc. Co-lead the sustainability leadership group with student organizers. Market, implement, and manage a student fellowship program for sustainability at the College. Represent Bryn Mawr College on sustainability in the higher education community (local, regional and national) within local networks of higher education sustainability professionals and national and international sustainability organizations such as the Association for the Advancement of Sustainability in Higher Education (AASHE) and Second Nature.

Monitoring, Internal and External Reporting – 10%

Track metrics, report to Second Nature, and complete the AASHE-STARs report. Create an Environmental Dashboard for the college that makes public our environmental actions, sustainable development strategies, and progress in real time. Collect, monitor, digitize, and report progress of student sustainability groups like Green Ambassadors and Sunrise.

Skills, Knowledge, and Abilities

Multiple Domains of Knowledge and Practice

- Expertise in the areas of sustainability policies, sustainable building, environmental conservation, energy transformation, waste systems, or sustainable food systems.
- Demonstrated ability to unite multiple, and intersecting, areas of sustainability knowledge and practice, such as sustainable building and environmental action.
- Expertise in environmental data collection, processing, and reporting.
- Knowledge of sustainability principles including the United Nations Sustainable Development Goals and the Association for the Advancement of Sustainability in Higher Education (AASHE). Interpreting and consistently applying a wide variety of complex policies and procedures where specific guidelines may not always exist.
- Demonstrated ability to manage the details necessary to implement environmental action and sustainability efforts; a high level of productivity and accuracy / attention to detail.
- Possession of strong analytical and research skills with a demonstrated ability to gather, evaluate, and to develop well-reasoned conclusions and recommendations.
- Demonstrated experience in management, leadership, and aspects of programming.

Communication

- A demonstrated ability to develop sustainability communications that are transparent and accessible to internal and external stakeholders, both verbal and in writing.
- Expertise in engaging a diverse range of methods of communication involving computer proficiency with a variety of applications from word processing, spreadsheets, databases, online systems, social media platforms, Internet as well as online calendaring and email.
- Passion for deep listening in engaging faculty, staff, students, and regional stakeholders.

Community Leadership

- Willingness to and work effectively in a bureaucratic environment which requires regular interaction with a number of levels within the organization and multiple outside agencies.

- Excellent organizational and time management skills with the demonstrated ability to set own priorities to coordinate multiple assignments with fluctuating and time-sensitive deadlines.
- Flexibility and the ability to communicate effectively even under pressure or moments of contention.
- Expertise, and proven track-record in, initiating, establishing, and fostering teamwork by maintaining a positive, cooperative, productive work atmosphere within a diverse population and with those from various cultural backgrounds.
- Demonstrated ability to provide training and direction to student assistants.
- Working knowledge or ability to quickly learn, university infrastructure, policies, and procedures.

Desired Educational Background

- Bachelor's degree required; Advanced degree, or equivalent work experience preferred, in a relevant field, such as Environmental Studies, Environmental Science, Engineering, Landscape Architecture, Urban Planning, Public Policy, Sustainability Management, Energy Systems, Ecology, Engineering, Architecture, Urban Planning, or Public Policy, or related social science/environmental degree.

Experience

- 7-10 years of experience in a related field

About Bryn Mawr College

Since its founding in 1885, Bryn Mawr College has been the preeminent college for women interested in the pursuit of wisdom necessary to challenge the world's expectations. Our community has repeatedly broken barriers to achieve greater equity through exceptional academics and a deep dedication to learning. Our more than 35 undergraduate majors span the humanities, sciences, social sciences, and arts. Two co-educational graduate schools offer selective master's and Ph.D. programs across the Arts, Sciences, and Social Work, and our Postbaccalaureate Premedical Program is one of the most successful in the nation for placing students into medical school. We are dedicated to diversity, equity, inclusion, and accessibility, which serve as the engine for excellence and innovation, helping us pave the way for gender equity and inspiring brilliant minds who find life-long community here.

A top Fulbright-producing institution, we were the first women's college to offer graduate degrees, evidence of our lasting commitment to the power of rigorous academic training. Today, we remain devoted to multidisciplinary education and unique undergraduate research opportunities. Our more than 200 majority-female faculty engage our more than 1,700 total student scholars with a strong liberal arts academic approach, giving them the freedom to follow their curiosity while maintaining high standards of excellence. Faculty are prolific in their scholarly endeavors, ranked #1 in research expenditure and #3 in research out of nearly 200 liberal arts institutions by Washington Monthly magazine. Bryn Mawr is committed to women's education and empowerment, to gender equity, and to supporting all students who choose to pursue their studies here.