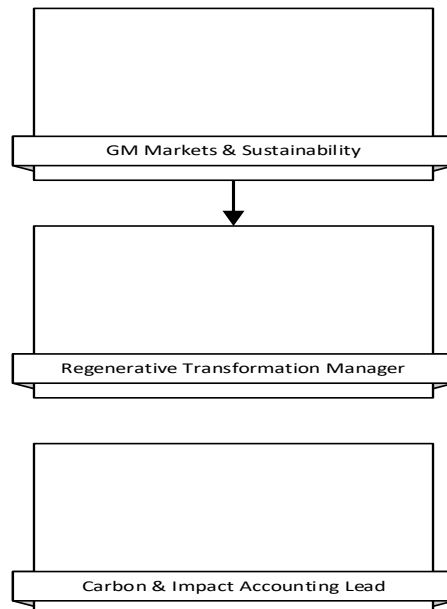


The New Zealand Merino Company (NZM)

JOB DESCRIPTION

Job Title:	Carbon and Impact Accounting Lead
Team:	ZQrx
Responsible To:	Regenerative Transformation Manager
Responsible For: (Total number of staff)	0
Job Purpose:	This job exists to: <ul style="list-style-type: none">• provide technical carbon and environmental expertise that enables growers and brand partners to drive measurable, positive ecosystem impact, plus reinforces NZMs value proposition and adds a commercial value to NZM.• deliver research & development and technical input to inform the strategic direction, market positioning and potential future markets for NZM.
Date:	December 2021

Organisation Context



Key Relationships

<p>External</p> <ul style="list-style-type: none"> ▪ Growers ▪ Research providers ▪ Technology partners ▪ Industry partners ▪ Brand and value chain partners ▪ Funders ▪ Government 	<p>Purpose of contact with this person/s</p> <ul style="list-style-type: none"> ▪ Liaise carbon and ecosystem impact measurement, research and development ▪ Liaise carbon and ecosystem impact measurement, research and development ▪ Technical input to inform solution development ▪ Influence carbon and impact measurement and accounting for wool ▪ Support carbon strategy and reporting ▪ Secure funding ▪ Proposals for funding and reporting
<p>Internal</p> <ul style="list-style-type: none"> ▪ Regenerative Transformation Manager ▪ GM Markets and Sustainability ▪ ZQRX Team ▪ Senior CSR & Ethical Sourcing Manager ▪ NZM Team 	<p>Purpose of contact with this person/s</p> <ul style="list-style-type: none"> ▪ Direct manager relationship ▪ Guidance on projects ▪ Guidance on projects ▪ Work closely on research & development and RX opportunities ▪ Work closely on sustainability matters ▪ Communication of sustainability research outcomes

Financial Responsibilities

See the NZM Delegated Levels of Authority

Key Result Areas

The position of **Carbon and Impact Accounting Lead** encompasses the following major functions or Key Result Areas:

- Research and Development (40%)
- Project Development and Management (40%)
- Strategic Relationships & Leadership (20%)

<p>1. Research and Development (R&D)</p> <ul style="list-style-type: none"> • Lead carbon life cycle assessments, and carbon footprint analysis. • Provide R&D and technical input to support the development of an impact accounting and reporting tool • Identify opportunities for commercialisation and new business initiatives. • Leverage funding and write proposals for additional funding. • Convert outcomes to clear actionable work plans. • Influence and inform improved industry metrics for impact of wool 	<ul style="list-style-type: none"> • Brand partners engage with the research, using it in market. • Insights protect or enhance NZM reputation. • Results in innovative practice change through the supply chain. • Promotion of wool qualities and attributes. • ZQ and ZQRX wool is differentiated within industry tools
<p>2. Project Development and Management</p> <ul style="list-style-type: none"> • Technical delivery of the carbon strategy as part of ZQRX, NZM's regenerative wool platform • Define areas where environmental science projects and initiatives will add value to NZMs commercial position • Bring technical carbon and environmental science outcomes to life for brand partners, consumers, and growers, possibly through the use and integration of data and spatial analysis using GIS and remote sensing tools. • Manage projects, including mitigating risks, organising project teams if required and working with budgets • Build projects with collaborative partners. 	<ul style="list-style-type: none"> • Project findings are able to be extended to improve on farm and supply chain practice. • Projects enhance current environmental and sustainable value proposition. • Project outcomes add commercial value to NZM. • Project is managed within budget, timeframes and achieved set milestones. • Risks are minimised.
<p>3. Strategic Relationships & Leadership</p> <ul style="list-style-type: none"> • Provide R&D and technical input to support the strategic direction, market positioning and potential future markets for NZM. • Connect with stakeholders providing technical expertise, communicating complex matters in a simple way. • Support brand partners with their carbon goals and targets, including impact accounting and reporting. • Maintain relationships for funding or access to collaborations. • Report to stakeholders on projects or R&D outcomes. 	<ul style="list-style-type: none"> • There is long term connectivity beyond a single project. • Ongoing collaborations. • Cash funding of future R&D projects.

Jobholder is responsible for	Jobholder is successful when
<p>1. Other Duties, Health & Safety and NZM Policies</p> <ul style="list-style-type: none"> Duties are not limited to those specified, so further tasks may be assigned on a project or ongoing basis Ensure that all Health and Safety requirements as outlined in the Health and Safety policy are complied with. Ensure all NZM policies are complied with 	<ul style="list-style-type: none"> A proactive flexible approach is undertaken to achieve NZMs business objectives Awareness of Health and Safety requirements and procedures. Awareness and compliance with all NZM policies.

Note

The above performance standards are provided as a guide only. The precise performance measures for this position will need further discussion between the jobholder and manager as part of the performance development process.

Work Complexity

Most challenging duties typically undertaken, or most complex problems solved:

- Overseeing and completing carbon and environmental science research and advising how this relates to NZM to deliver commercial outcomes
- Communicating complex matters in a way which stakeholders understand
- Influence and inform improved industry metrics for impact of wool
- Analysis and mitigation of reputational risk to NZM supply chain

Person Specification

Qualifications (or equivalent level of learning)

Essential	Desirable
<ul style="list-style-type: none"> Degree level –Life cycle assessment and/or carbon accounting, environmental science/resource management, sustainable agriculture, textile sustainability, supply chain, circular economy. (ideally combination of above through individual papers). High level of understanding and affinity for agriculture, including land management. 	<ul style="list-style-type: none"> Post grad level in science, environmental science management, Agriculture, supply chain management, textile/fashion.

Knowledge / Experience

Essential	Desirable
<ul style="list-style-type: none"> 5+ years' experience in science project management, working on R&D and sustainability Excellent understanding of carbon, including carbon accounting and other sustainability methodologies eg life cycle assessment, circular economy etc 	<ul style="list-style-type: none"> Agricultural knowledge Textile/wool knowledge

Key Skills / Attributes / Job Specific Competencies

The following levels would typically be expected for the 100% fully effective level:

Expert level	<ul style="list-style-type: none"> • Technical understanding of carbon • Interpersonal ability • Risk assessment • Strategic thinking • Relationship management • Commercial acumen • Science communication skills, both written and oral • Strong team player • Trend insights and analysis • Supply chain knowledge • Attention to detail
Competent level	<ul style="list-style-type: none"> • Agriculture • Time management • Writing and editing technical reports • Reporting • Sustainability understanding of environment animal welfare and social responsibility
Awareness	<ul style="list-style-type: none"> • Design and trends • Wool attributes and benefits • Consumer insights

Change to job description

From time to time it may be necessary to consider changes in the job description in response to the changing nature of our work environment– including technological requirements or statutory changes. This Job Description may be reviewed as part of the preparation for performance planning for the annual performance cycle or as required.

Approved by

Employee Name

Job Title

Signature

Date

Approved by

Managers Name

Job Title

Signature

Date
