

Junior Consultant

Grade: Junior Consultant

Salary: £23,500 - £28,000 per year

Contract: Permanent, full time 37.5 hours per week

Location: Bristol or Glasgow office. Hybrid working available

About Resource Futures

Our vision is to create a sustainable world delivered through environmental consultancy. We work collaboratively with governments, businesses and the third sector to help speed up the transition to a circular economy and manage resources and waste in a more sustainable way.

We are non-profit-distributing and have a close-knit team of 50+ trusted employees who collaborate across various areas of the business. Our multi-disciplined and connected approach sets us apart from the competition and enables us to build robust solutions that have a meaningful impact in the world.

We are passionate not only about what we do but how we do it, and we're proud to be a part of the global B Corp movement to use business as a force for good. Employee-owned and independent, we're focussed on striving towards our goal of a creating a sustainable world. We are [ranked in the top 5%](#) worldwide for all B Corps in our size group, and were named a 'Best for the World' 2021 B Corp for our company governance. We seek to find opportunities for our staff to shine, supporting their strengths and abilities, and providing opportunities for growth and development.

We are motivated by the [impact](#) of our work and how it feeds into wider issues of climate change and circular economy. Our work is far-ranging from [supporting businesses](#) to [advising governments](#) and delivering the [evidence to support global change](#). Read more about [our company](#) and how we [go beyond](#) for our people, to help them grow and thrive.

The opportunity

We have an exciting opportunity to work across key areas of the company:

Policy: From marine plastics to waste and recycling, you'll work at the forefront of sustainability policy. The team supports clients in government, industry and NGOs to research, design and implement effective, evidence-driven policy for a more sustainable future. You'll have the chance to apply, and develop new skills in, quantitative and qualitative approaches and will be encouraged to bring your own strengths and ideas to the team.

Circular economy: This is your opportunity to work directly with a wide range of organisations, small to large, to assess and implement circular business models. You'll use a range of tools, active stakeholder engagement and data and market analysis skills. You'll need to have a keen desire to

understand the material and resource use big picture and the role businesses, institutions and NGOs have to play.

What you will be doing

- **Research consultancy:** You'll work on a broad range of projects, with the support of project managers. Typical activities include desktop and primary research, data analysis, circular options assessments, action planning, business case development support, carbon modelling activities, and developing reports, tools and other outputs. You will work across a wide range of projects so good time management and resourcefulness will be essential.
- **Client and stakeholder engagement:** We often co-design research with our clients and work closely with stakeholders to ensure solutions are ambitious and feasible. You will be confident in liaising with clients and stakeholders for project delivery, attending meetings, focus groups, workshops, presentations and industry events as required.
- **Business development:** We take a collaborative approach to growth and involve all members of our team in business development activities. With guidance and support, you will help to prepare proposals and to identify new business, such as potential projects or funding opportunities. With other colleagues in the team, you will also work to improve existing services and products, and to develop ideas for new ones.

The essentials

- Ambition to use your career to make a difference.
- Undergraduate degree in a relevant subject, with a focus on report writing, or equivalent training or experience to develop these skills.
- One year of professional experience in a role with transferable skills.
- Ability to assimilate and analyse qualitative and quantitative data.
- Effective communication skills with the ability to hold productive and professional discussions, write clearly and concisely, and develop and deliver presentations.
- Ability to perform calmly under pressure.
- Great time management and organisational skills.
- Competent IT user, particularly Microsoft packages.
- A keen interest in environmental issues and sustainable resource use.

Great to have

- Postgraduate degree or research experience in a relevant subject.
- Work experience in a circular economy, waste, recycling, public policy, or sustainability role.
- Experience of applying critical thinking to solving problems.
- Stakeholder engagement experience.

Benefits

- Embedded hybrid working culture.
- 25 days annual leave, plus bank holidays, each year.
- One volunteer day each year.
- A generous ethical pension plan (the company will match up to 7% of your contribution).

- Life assurance cover.
- Employee Assistance Programme, offering 24/7 GP access, mental health support, wellbeing advice, financial and legal guidance.
- Cycle to work scheme and on-site secure bike parking and showers.
- On-site charging points for electric vehicles at the Bristol office.
- Subsidised professional membership such as CIWM or IEMA.
- An opportunity to become a company member, contributing to decision making and the future of our business.
- Access to our Consultative Group platform – a representative group of employees that provides an anonymous vehicle for employee voice, raising issues and engaging senior management.
- Regular line manager 1:1s and performance reviews, with opportunities to discuss and build targets that inspire and push you professionally.
- Annual training budget to ensure continued progression and development, as well as regular internal 'Lunch and Learn' and other sessions to share skills and knowledge across all workstreams and roles.
- Two annual team activity days, each followed by evening socials.
- Green Bristol location, surrounded by nature, and only 10 minutes' walk to the harbourside.
- Central Glasgow location with roof terrace.
- An opportunity to join a friendly, fun, professional, challenging, and supportive place to work, and a team that is collectively focused on making a positive impact.

We are an equal opportunities employer, welcoming applications from all, and we will always consider flexible working options if appropriate. In recruiting, hiring, developing and promoting employees, we treat everyone equally irrespective of sexual orientation, gender (including sex, marital status or gender reassignment), marital or civil partnership status, age, disability, colour, race, nationality, ethnic or national origin, religion or belief, and place an obligation upon all employees to respect and act in accordance with this policy.