



Institute of Environmental  
Management & Assessment

**Dedicated to creating a sustainable future through  
environmental skills, knowledge and thought leadership**

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## **Environmental graduates set to be the leaders of the future**

**Environmental roles are the career of choice attracting ambitious, highly skilled graduates who are choosing an environmental career because they want to make a difference**

This year's crop of environmental graduate award winners announced at the Institute of Environmental Management and Assessment's (IEMA) annual 2011 conference are demonstrating the leadership skills of the future - innovative thinking, hard work, professional leadership and exceptional communications skills.

"IEMA's Graduate Award winners are tomorrow's environmental business leaders. The CEO of the future will have the knowledge, skills and experience to put environmental practice and performance at the heart of business strategy. This year's winners and runners up are leaders in their field and are shining examples of the future potential of the profession," said Claire Lea, IEMA's Director of Membership Services.

Announcing the award winner Heather Poore, Youth Volunteering Project Manager, at Global Action Plan (GAP), Dave Farebrother, Chairman of the Judges, and Director of Environment, Land Securities said: "Heather is an outstanding example of how environmental graduates are bringing the skills that will embed environmental thinking into business practice. Her work at GAP, where she has shown outstanding commitment to inspiring young people to turn environmental messages into action, is an excellent example of this. As sponsor of the awards, Land Securities believes that environmental skills are becoming increasingly important and it is vital that business has the right knowledge and skills to move forwards and avoid repeating past mistakes."

IEMA Graduate Award winner 2011 Heather Poore, said: "I am extremely delighted to be recognised by IEMA. I'm so fortunate to be in this sector because I believe that there is a way to engage everyone in taking responsibility for the environment and sustainability."

The Judges also announced two runners up: Laura Duggan, Environmental Executive George Best Belfast City Airport for her pivotal role in developing and implementing the airport's

environmental systems; and Charlie Symonds, Knowledge Transfer Associate, Sustainable Development Engineer at Stannah Stairlifts / Oxford Brookes University for single-handedly providing his company with a framework for its sustainability strategy for the next five years.

Overall the profession has high standards of environmental knowledge - more than four out of five respondents have a bachelor's degree or higher qualification - and increasingly they are working at all levels within organisations from delivering operational environmental improvements through to influencing strategy at Director level.

In response to the demand for professionally skilled environmental practitioners IEMA has mapped out the environmental skills and knowledge required at all levels of experience and responsibility in organisations. IEMA's "Environmental Skills Map - a framework of knowledge and skills for the environmental practitioner" for the first time defines the career and development path for an environmental practitioner, and the competencies required to deliver sound business strategies that have environment at the heart of decision-making and deliver measurable business benefits. The "Environmental Skills Map" provides structure and clarity for environmental practitioners, graduates, recruiters, training providers, and employers.

## **ENDS**

### **Notes to Editors**

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### **The Judging Panel**

The judging panel – Dave Farebrother, Environment director at Land Securities; 2010 winner Sherry Palmer; Gary Cornell from consultants ERM; IEMA membership services manager James Thorne; Diana Montgomery, deputy CEO at the Chemical Industries Association; Dr Jane Newbold, visiting lecturer in environmental management at the University of Hertfordshire; and the environmentalist editor Paul Suff – met on 21 October to choose the finalists.

### **IEMA**

The Institute of Environmental Management & Assessment (IEMA) is the UK's leading environmental professional association. IEMA is dedicated to creating a sustainable future through environmental skills, knowledge and thought leadership.

IEMA is an independent and international, not for profit membership organisation that represents the views of 15,000 environmental professionals.

IEMA delivers the following services:

**Policy and Legislation** – IEMA frequently contributes to the development of key areas of UK policy and legislation. Recent contributions include:

- The House of Commons Environmental Audit Committee inquiries in to green jobs and skills and climate change adaptation. In the response IEMA recommended that the notion of ‘green jobs and skills’ is not solely a matter for the environmental goods and service sector, but that mainstreaming environmental knowledge into all sectors of the economy is an essential pre-requisite to catalyzing low-carbon and resource efficient activity in business.
- The Department of Energy and Climate Change’s (DECC’s) consultations on proposed national policy statements on energy, carbon budgets and Guidance on Carbon Neutrality.
- The Department for Environment, Food and Rural Affairs (Defra) on the development of guidance for the measurement and reporting of greenhouse gas emissions, a requirement under the Climate Change Act 2008.

**Professional development, training and qualifications** – IEMA sets the standard for the development of environmental skills and knowledge, ensuring that environmental professionals are equipped to make a difference as sustainability becomes a key business driver.

- **IEMA Skills Map / Competency Framework**

As the leading body for anyone working in the environmental or sustainability profession, IEMA considers it essential that the knowledge and skills that individuals with environmental responsibility require are clearly set out. Feedback from business, employers and individual members confirms that until now there has not been a clear career or development path for the environmental profession and in particular, for those new to the profession who need more direction. The development of IEMA’s skills map / competency framework for the environmental profession will address this need.

For the first time, IEMA has set out a cross sector competency framework to support:

- Anyone planning their own personal professional development;
- Employers recruiting environmental professionals or preparing job descriptions;
- Recruitment agencies advising on recruitment of an environmental professional;

- HR or Department Heads developing a graduate or management development programmes; and
- Organisations supporting the development and delivery of environmental or sustainability knowledge and skills.

The framework brings together several years of work, undertaken by IEMA, in the environmental and sustainability skills area. A key factor of this work is recognition that individuals do require sound environmental knowledge, supported by leadership and management skills in order to apply their environmental knowledge effectively.

- IEMA's training courses and continuous professional development provision cover a range of subjects from resource efficiency to environmental management, auditing, carbon reduction and procurement, spanning many levels from diploma to foundation course, tailored courses for senior executives and for those at the top of their profession, including Chartered Environmentalist. IEMA provides opportunities for members to share best practice and develop their knowledge by hosting events and discussions.

**Central source of information** – IEMA acts as a central source of information providing events, publications and knowledge sharing. These activities include:

- The Environmentalist - the monthly professional magazine that is the resource guide for environmental professionals across the UK and internationally. With a growing circulation of nearly 15,000 and an online presence at [www.environmentalisonline.com](http://www.environmentalisonline.com), the publication covers the latest research, technical news, policy updates, legislation, practical tools and skills updates.
- Events and conferences including 3 national events and over 100 regional workshops for environmental practitioners across the UK.

Go to [www.iema.net](http://www.iema.net) to find out more.