



HOSPITALS AND CLINICS HUMAN RESOURCES
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Director, Sustainability and Climate Resilience (700111)

Position Summary

The Director of Environmental & Social Sustainability and Climate Resilience is responsible for the development and execution of a comprehensive sustainability program that aligns with overarching goals of the organization, including achieving the organization's commitment to carbon neutrality by 2050 and enhanced climate resiliency. This multi-faceted role leads the development and management of corporate sustainability encompassing people, planet, and profit, while emphasizing the interconnectedness of human health to a healthy planet. This role will also be responsible for evaluating and implementing initiatives to improve climate resiliency of hospitals and clinics. The incumbent leads the deployment of activities within the organization that promote long-term sustainability and the reduction of ecological damage. This position is responsible for the development, implementation, promotion, and monitoring of environmental strategies and goals across the organization. They will serve as the leader and expert on current strategies, trends and effective communication and education on the topic. This position reports to the Senior Director of Facilities and Engineering and will be responsible for building and leading a team of sustainability experts and support staff. This position is not responsible for providing direct patient care.

Corporate Overview

University of Utah Healthcare is an integrated academic healthcare system with four hospitals including a level 1 trauma center, twelve community health centers, over 1,600 providers, and a health plan serving over 200,000 members. University Healthcare is nationally ranked and recognized for our academic research, quality standards and overall patient experience. In addition to our clinical delivery system, we have a School of Medicine, School of Dentistry, College of Nursing, College of Pharmacy, and College of Health providing education and training for over 1,250 providers annually. We have over 2 million patient visits annually and research grants exceeding \$350 million.

Essential Functions

- Analyzes and assess current operating procedures, materials, and methods; anticipates and implements changes or modifications based on sustainability goals; and performs life cycle assessments and cost analyses of proposed modifications
- Establishes a vision, develops strategies and sets SMART goals to integrate sustainability cross-functionally across the health care system
- Develops and directs all facets of the sustainability program for the organization
- Develops and leads an internal executive sustainability steering committee at the corporate level that will oversee and monitor progress
- Collaborates with the marketing and/or communications department to create a comprehensive communications strategy
- Develops website content, educational materials, and associated reports related to sustainability initiatives, education, and marketing in collaboration with internal departments, including information systems, marketing, and public relations
- Collaborates with Human Resources and the Organization Development department to provide education about sustainability efforts during new employee orientation and annual departmental training
- Collaborates with the internal groups (e.g. plant operations, engineering, environmental health and safety, marketing, and health professional representation) for the development and implementation of initiatives in support of the sustainability strategy
- Creates and strengthens partnerships with external groups and the vendor community to develop and implement new strategies for effective and efficient means of providing equipment, services, and supplies that minimize greenhouse gases and reduce the environmental footprint of the supply chain
- Leads and promotes sustainability engagement activities through tools, education, and training to increase awareness among staff members, patients, and the community (e.g. Earth Week)
- Facilitates connections between operations, patient care, research, education and community engagement initiatives related to sustainability across the University of Utah Health system
- Manages external reporting requirements (e.g. Practice Green Health's Environmental Excellence)
- Reports sustainability progress regularly to the executive team and the Board of Directors
- Serves as a representative on broader sustainability groups and committees within the organization and surrounding community

Knowledge / Skills / Abilities

- Outstanding communication and interpersonal skills
- Excellent presentation, verbal, and written skills
- Advanced skills in public speaking, training, and education
- Knowledge in developing and presenting sustainable business concepts, training, and emerging technologies
- Knowledge of local, regional, and national emerging sustainable business strategies, life cycle assessments (LCA), ROI analysis, and other key sustainability tools and techniques

- Understanding of environmental health and safety guidelines, the U.S. Green Building Council's Leadership in Environmental Design, the green guidelines for health care, and basic environmental compliance for health care
- Ability to analyze data, evaluate outcomes, and recommend actions
- Skills in time management, self-motivation, project management, and priority setting
- Understanding of cost-benefit analysis in selection of sustainable business strategies
- Knowledge of financial planning, including budget development
- Ability to construct and direct a network of sustainable business resources
- Knowledge of waste and inefficiencies common to the health care setting, primarily in the supply chain
- Strong computer skills (e.g. Word, Excel, PowerPoint, etc.)

Qualifications

Required

- Bachelor's degree in Sustainability, Public Health, or a related field.
- Five years of leadership experience - preferably in sustainability or health care operations

Preferred

- Master's degree in Sustainability, Business Administration, Health Care Administration, Public Health, or a related field.
- Experience in sustainability reporting to organizations such as Practice Green Health and the Global Reporting Initiative
- Familiarity with the Healthcare Anchor Network
- Knowledge of applicable climate and healthcare resilience tactics
- Familiarity with material topics such as food, waste, supply chains, chemicals of concern, especially as they related to health care systems and delivery
- Deep understanding of UN Sustainable Development Goals (SDGs), health care contributions to climate change, and climate change impacts on human health
- Experience in and a passion for community and employee engagement through large programs and projects

Working Conditions

Employee must be able to meet the following requirements with or without an accommodation.

- This is a sedentary position in an office setting that may exert up to 10 pounds and may lift, carry, push, pull or otherwise move objects. This position involves sitting most of the time but can be exposed to adverse environmental conditions while walking with construction and maintenance leaders on the numerous projects.

Disclaimer

This job description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to the job.

The above job description reflects the general physical and mental demands and environmental conditions required to perform the essential functions for this position. Nothing in this job description restricts management's right to assign or reassign duties to this job at any time. The University of Utah Health complies with the Americans with Disabilities Act, as amended and Sections 503 & 504 of the Rehabilitation Act, and extends reasonable accommodations to qualified applicants or employees with disabilities. A qualified applicant must be able to perform the essential functions of the job, with or without a reasonable accommodation.