
ESG Manager

Department: ESG

The firm

Bristows is a market leading law firm with a global client base across the life sciences and technology sectors. The firm has maintained its high standing in the market with the strength of our legal expertise and our unique firm culture driven by our core values.

The Environmental & Sustainability Manager will lead Bristows' environmental and sustainability strategy and operations. This role will ensure compliance with client requirements, regulatory standards, and industry best practice, while driving initiatives to reduce the firm's environmental impact and enhance sustainability performance.

Key responsibilities

Strategy & Governance

- Develop and implement Bristows' Environmental & Sustainability (ES) strategy in line with firm objectives and client expectations.
- Oversee governance of ES matters, ensuring partner-level oversight and reporting to relevant committees.
- Establish KPIs and monitor progress against sustainability goals, including Science-Based Targets (SBTi).

Carbon & Climate Action

- Manage calculation and reporting of Scope 1, 2, and 3 emissions.
- Lead the firm's net zero transition plan and ensure compliance with SBTi commitments.
- Work with external consultants (e.g., Normative) to validate targets and monitor progress.

Reporting & Compliance

- Coordinate annual ESG submissions (CDP, EcoVadis) and implement corrective actions to improve scores.
- Prepare and publish annual ESG reports and ensure compliance with relevant reporting standards.
- Monitor evolving environmental legislation and ensure firm-wide compliance.

Supplier & Risk Management

- Develop ES procurement processes, including supplier questionnaires and risk assessments.
- Engage with priority suppliers to gather data and encourage sustainability improvements.
- Conduct ES risk assessments and maintain a climate transition plan.

Client & Internal Engagement

- Support partners and Marketing & BD teams with ES input for pitches and RFPs.
- Manage client-specific ES reporting requirements and engagement.
- Design and deliver ES training for staff and partners.
- Promote ES initiatives internally and externally, including website and social media content.

External Representation

- Represent Bristows in industry forums such as the Legal Sustainability Alliance.
- Maintain relationships with external stakeholders and sustainability networks.

Skills & experience

- Proven experience in environmental and sustainability management within professional services.
- Strong knowledge of ESG frameworks, carbon accounting, and sustainability reporting standards.
- Experience with CDP, EcoVadis, and SBTi processes.
- Excellent project management and organisational skills.
- Strong communication and stakeholder engagement skills.
- Ability to work independently and influence at senior levels.
- Familiarity with BREEAM, NABERS, or similar frameworks.
- Relevant degree or professional qualification in sustainability or environmental management.
- Strategic thinker with attention to detail.
- Collaborative and diplomatic, able to manage complex relationships.
- Commercially astute and proactive in identifying opportunities for improvement.

Our values & culture

With around 300 staff and partners in total and one UK location, we are able to maintain a friendly atmosphere where everyone is able to get to know each other and many policies and practices can operate on a trust basis.

We are based in modern offices at Blackfriars and very much value face to face collaboration and the social element of working relationships. We have introduced a Remote Working Policy which enables staff to work in an agile way – we do not monitor attendance but ask that everyone spends more time in the office than out of it, typically three days a week for full time staff.

Our firm values, which we very much “live”, are Ambition, Bravery, Curiosity and Friendliness. These underpin all that we do across both our client work and our internal strategic decision making. None of our lawyers have billing targets which means we can focus on doing the best for our clients while also having the time and capacity to assist each other in a genuinely collaborative working culture.

Training & career progression

We aim to have a coaching culture with regular informal feedback to supplement the formal appraisal process. Mentoring schemes are available for fee earners while members of the HR team can provide personal coaching and guidance in non-legal and personal management skills.

Personal and professional development is much valued at all levels so we have a generous budget which enables us to meet most ad hoc requests for additional training.

Reward & benefits

Our salary and bonus structure reflects our absence of billing targets and collaborative culture and any bonus is paid as a simple percentage bonus across the whole firm. We have a flexible benefits package that is kept under regular review and is designed with the wellbeing of our staff and their families.

Diversity & inclusion

At Bristows we are committed to championing equality, diversity and inclusion for all, and we are a proud signatory of the Law Society's Diversity and Inclusion Charter. As a firm, and as individuals, we do all we can to treat people fairly and with mutual respect. This commitment enriches our work and our working lives and has played a key part in our success over the years.

We have an active, partner-led Diversity & Inclusion group which runs awareness raising and educational initiatives in addition to ensuring that our policies and procedures remain inclusive.

It is our policy to provide equal opportunities for all employees and job applicants in relation to recruitment, selection, pay, training, working conditions and promotion opportunities regardless of age, disability, gender, gender affirmation, marital or civil partnership status, pregnancy, race, religion or belief and sexual orientation. For more information about EDI policies and practices at the firm, please [see here](#). For more information on our [firm values, see here](#).

