

KLH Sustainability is looking for Maternity Cover (with potential to extend into a permanent position) as a Sustainability Analyst to join our London-based team!

### What KLH offer

- A fixed term contract of 12 months starting 1<sup>st</sup> June 2026 with the potential to extend into a full-time position subject to performance and business need.
- A collaborative work environment in a small and supportive team formed of people from diverse backgrounds.
- £38,000 – 44,000 salary, depending on experience (based on 37.5 hours working week). KLH are starting a 9-day fortnight trial in June with no loss of pay. The trial will run 6 months. This position is included in the 9-day fortnight trial.
- 4% pension contribution based on a 5% personal contribution.
- An opportunity to attend client meetings from day one, and the opportunity to take the lead on projects when you feel ready, with support from senior management.
- **25 days annual leave** (in addition to bank holidays) increasing by one day per year to a maximum of 28 days.
- **Flexible working** with a minimum of 3 days a week in the office (for a full-time position). Your core office working hours can be reviewed and agreed with your line manager depending on other life commitments you may have.
- **Team lunch** provided every Monday in addition to office snacks and fruit.
- **Gym available** on site at no charge to the user, with shower facilities and towel service.
- Three weeks (15 days) **remote working** allowance each year (i.e., away from the office and your usual homeworking set-up). This is used by our employees to extend their stay at a holiday location or with family abroad and facilitates travelling at nonpeak times.
- 6 days a year team training provided including regular lunch time CPDs and quarterly team training.
- We believe in the positive impact that we can have outside our direct project work and offer two days **paid volunteering** per year for employees to get involved in causes that matter to them.

Additional benefits associated with extension to a permanent position post fix term contract:

- **Annual bonus** opportunities in line with our Employee Ownership Trust status. Participation in the bonus scheme will be subject to an agreed extension to a permanent position.
- Cycle to work scheme.
- We are proactive in our learning and encourage employees to take ownership of their professional development. We offer:
  - Payment of a professional subscription such as ISEP or CIBSE.
  - Personal training budget in additional to regular soft skills training and workshops with the wider team.
  - 5 additional training days for elective training with an allocated personal training budget.
- Visa Sponsorship is not available for this role, as it is a fixed-term position.

## What KLH do

Our mission is to accelerate change by making sustainability accessible to all.

KLH Sustainability are specialist consultant in the built environment. We support clients – developers, architects, contractors, and others - to take advantage of the opportunity's sustainability presents in both the short and longer term. Our pragmatic, problem solving approach adds value across a programme's lifecycle from strategy development through to implementation and legacy.

The scale of projects and the type of clients we work with is diverse; 1,500 sustainable homes on the Queen Elizabeth Olympic Park, a circular economy strategy for one of the UK's largest housing associations, the Earth's favourite healthy drinks factory for Innocent Drinks, a London development of ten zero waste, lifecycle carbon neutral homes and an SBTi-aligned net zero carbon strategy and associated implementation support for master developer, Urban Civic.

We are a small team who are fortunate to work on large projects, where our impact can be significant. We believe honest communication and a problem-solving approach is fundamental to building strong relationships and this is reflected in the number of repeat and long-term clients we have.

We are a dynamic team of professionals who believe in what we do. We consider diversity a critical factor in providing quality advice and solutions to our clients. The common thread that binds us is the **KLH values** that each team member embodies.

Our business is committed to providing advice and making decisions that benefit the natural environment, local communities, and our work force. This is validated through our B-Corp certification.

You can find more about us from our website, [klhsustainability.com](https://klhsustainability.com)

## The ideal candidate

As a small business our job roles and functions are not restricted to a fixed set of duties. Daily activities include diverse support on project work, and all employees are encouraged to play a role in wider business management duties. There are however few core requirements for this position:

- 4-6 years' experience working in a consultancy or practice related to sustainability and/or the wider construction industry.
- Demonstrated understanding of building physics and operational energy performance, including how design decisions impact energy use and occupant comfort complimented by a broad understanding of sustainability in the built environment. Experience in complex buildings such as labs is preferable.
- Good numerical and analytical skills to undertake technical analysis.
- Proficiency in at least some of the following software and programs:

- Passivhaus Planning Package (PHPP)
- Design PH
- One Click LCA
- SketchUp
- Bluebeam
- IES VE
- Python
- Matlab
- Knowledge of the UK planning process, environmental legislation, and applicable Building Regulations including Part L, Part O and daylighting. Working knowledge of the Net Zero Carbon Building Standards is desirable.
- An ability to interpret technical results to provide concise and meaningful recommendations to the project team on how to improve building performance.
- Good written skills, including clear and concise report writing.
- Comfortable working within a wide range of project teams as the sustainability voice, with the capability to adapt your communication style to a wide range of stakeholders.
- Awareness of project commercial constraints such as timeliness and cost.
- Comfortable in delivering presentations and facilitating workshops.
- The ability to work with autonomy and take initiative while approaching other team members for support and advice as required.
- A curious mind with a desire to explore ideas and learn new subject areas.
- Proactive engagement with other KLHers. Offer support to meet deadlines or a chat over a cup of coffee, if someone looks like they need it!

We are looking for a human not a superhero. If you do not embody all qualities listed above (yet), but they speak to you and you can relate to KLH's mission, do not hesitate to get in touch!

### **How to apply**

**To apply, attach your CV and send a cover letter to [admin@klhsustainability.com](mailto:admin@klhsustainability.com).** We will only be accepting applications through email using the subject line "KLH Maternity Cover Application". Please do not apply through LinkedIn messages as these will not be monitored.

**The cover letter should be a maximum 150 words summarising why you would like to work for KLH.** Please note that due to the number of applications anticipated, applications without a cover letter will not be considered.

Deadline for applications is **18<sup>th</sup> May 2026**; however, we will be scheduling rolling interviews for interesting candidates, therefore you are encouraged to apply at your earliest convenience.