



Job Title: Associate Director (Resource and Waste)

Location: London/Hybrid

Job Type: Full-time Permanent

About Us

Rooted is a growing independent consultancy dedicated to providing evidence-based research, insights, and advice. Based in the UK, our team has many decades of experience advising and working in the environmental sector. We specialise in the resource and waste management sector, offering progressive and pragmatic advice and support to ensure our clients thrive commercially whilst contributing positively to a sustainable future.

Our mission is to build a sustainable consultancy by cultivating long-term partnerships, delivering purposeful environmental outcomes, and investing in our people. We aim to support organisations through our culture of long-term thinking, continuous learning, collaboration and inclusion.

Over the past 18 months, Rooted has grown rapidly establishing a strong pipeline of high-value work and building a portfolio of respected clients across the sector. This momentum has been driven by the quality of our thinking, the strength of our relationships, and our ability to deliver practical, commercially grounded advice. We are now making our eighth hire as we continue to scale the business. This role is central to the next phase of our growth and development – offering a genuine opportunity to contribute to, and share in, that success as the company continues to evolve.

About the Role

This role represents an opportunity for a highly motivated senior individual to join our business. You will be a cornerstone of our business. This is a "Practitioner-Leader" role that combines high-level strategic leadership with hands-on project delivery and business development. You will work directly with our founders and independently to build our client base, lead on projects, and mentor the future leaders of our business.

Leveraging your network and the resources of the business, you will be responsible for developing and delivering new consultancy work. You will take ownership of segments of our service offering, acting as the internal lead for specific themes, markets or client types within the resource and waste sector.

You will have a varied, challenging and rewarding role and play a key part in our growth and success. You will have access to excellent development opportunities, working across a range of projects.

Key Responsibilities

1. Client development and business growth

- + Originate, develop and convert new client relationships and consultancy opportunities into rewarding and commercially positive project work, drawing on your own network thus proactively expanding the firm's reach

- + Lead proposal development, including shaping project scope, methodologies, pricing and resourcing
- + Build and maintain long term, trusted client relationships, acting as a senior point of contact
- + Identify emerging market opportunities, policy developments and client needs within the resource and waste sector, translating these into new service lines or offerings

2. Project leadership and delivery

- + Lead the delivery of complex consultancy projects, ensuring work is delivered to a high standard, on time and within budget
- + Provide technical leadership and quality assurance across project outputs, including reports, briefings, strategies and business cases
- + Manage project finances, risks and resourcing, ensuring strong commercial performance
- + Work hands on across projects where required, combining strategic oversight with practical delivery

3. Service and thought leadership

- + Take ownership of defined areas of the consultancy's service offering, acting as the internal lead and external ambassador
- + Shape methodologies, tools and approaches to ensure our work remains rigorous, evidence based and commercially relevant
- + Contribute to thought leadership through publications, presentations, events and stakeholder engagement
- + Represent the business externally with senior stakeholders across government, industry and the wider resource and waste sector

4. People leadership and culture

- + Mentor, support and develop consultants, helping to build the next generation of leaders within the business
- + Help establish and embed a positive, inclusive and high performing consultancy culture
- + Act as a role model for our values, ways of working and professional standards

About the Person

We are looking for an adaptable and proactive individual who shares our [values](#) and excels in both verbal and written communication.

Essential Skills

- + Proven leadership skills
- + Proven business development skills
- + Excellent knowledge of the UK waste sector
- + Strong project and programme management/direction skills
- + Excellent written and verbal communication skills (including Word and PowerPoint)
- + Excellent analytical skills and commercial acumen
- + Excellent organisational and presentation skills
- + Ability to research, analyse and present information to a high standard
- + The ability to work on own initiative, build effective relationships with internal and external stakeholders
- + Ability to develop and support others
- + Critical thinking

Desirable Skills

- + Experience in effectively managing resources and prioritise own and others' workload
- + Keen interest in environmental policy and related issues
- + Working in multi-stakeholder environments
- + Advanced Excel skills

Don't quite meet all the criteria?

If you feel you meet most of the requirements for this role, we would still love to hear from you.

Salary and Benefits

You will be joining a friendly and supportive team with the opportunity to develop a career in environmental consultancy in a growing business.

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| + Competitive salary | + Hybrid working |
| + 37.5hr working week | + Private medical insurance |
| + Company bonus scheme | + Health cash plan |
| + Pension (matched to 8% of salary) | + Income protection |
| + 30 days annual leave + bank holidays | + Life assurance |
| + Purchase additional annual leave | + Critical illness |

How to Apply

Please send a CV and one page cover letter to hello@rooted.eco summarising your reasons for applying and suitability for the role. All applicants must be able to work legally in the UK.

Our Application Process

Following the review of suitable applications, we'll invite candidates for an interview. This will be held in person in London. Please do let us know if you require any reasonable adjustments to be made.