

General Manager – Enviral

About Enviral

Enviral is an agency + consultancy that helps create and communicate sustainability stories to help organisations gain competitive advantage.

We do strategy, creative and advertisement for both growing and known B2B, B2C and charity brands who want to stand up and lead the sustainability movement.

We're looking to recruit the most pivotal hire in Enviral's journey to date - a General Manager to help lead us through our next phase of growth and beyond.

Where are we on our journey?

With a Bristol HQ and a London Hub, we're a team of around 20 core team plus trusted partners and contractors, led by Joss our Founder / CEO and some brilliant advisors + mentors.

Where are we going?

Enviral is growing and we want to show the industry there's a better way to operate. Ultimately we would like to get to a size of around 60 employees so we can have a global impact through our work, but still retain a strong independent culture.

Our ambition in the next few years is to get to 40+ and continue to grow our national and global client base, so we're looking for someone who's successfully grown a communications agency up to 40 people or beyond.

About the General Manager role

We're looking for a proven and ambitious General Manager based in Bristol who wants a long term role to help the day to day running, optimisation and growth of Enviral. This will be to free up the Founder & CEO to grow certain areas of the agency and make it a nationally renowned company, not just in the work we produce but how we run the organisation.

We are looking for someone to be based in our Bristol HQ with a desire to travel to London to help grow our London base and bring it in line with our Bristol HQ.

We have split the role down here:

Operations –

- Running core week to week company and department meetings
- Client service development
- Delivery team development
- Maximising the output of data from our suite of trackers, tools and softwares
- Overseeing the consolidation of our delivery processes
- Making our organisational structure more efficient
- Managing consistent delivery reports so we can make accurate company decisions
- Managing processes to successfully align impactful work with diverse partners and network

Support -

- Running project wrap up sessions and implementing improvements in process
- Supporting the Account Directors with client development, creating occasional relationships with certain key clients to develop existing client opportunities
- Assisting with reviewing/completion of client contacts & legal documentation
- Assisting with client development, I.E attending client lunch and learns, celebration

moments and suggesting ways for our clients to lead their industries

- Lead by example by building a network and sharing personal brand expertise and company updates both online and at events
- Supporting Growth team with client acquisition when required

Growth -

- Help implement a long term growth mindset across the agency
- Accountability for consolidating team to hit targets with our existing capacity
- Helping implement our 1, 3 & 5 year business strategy
- Implementing, reporting and improving culture and inclusion strategies
- Assisting with development of future services, markets & partners
- Assist in developing our own brand activities and 'company rocks'

People & Culture -

- Running development, performance and employee check in sessions
- Being the HR point of contact and managing a future People Manager
- Being a beacon of agency culture whilst implementing industry leading culture activities
- Spend time getting to know, trust and understand all employees to know their personal ambitions
- Implement strategies to strengthen EVP
- Help implement B Corp policies, principles and improvements to strengthen social and environmental impact
- Have a wealth of knowledge and drive to keep a finger on the pulse to share sustainability, brand, communications, creative and media buying thought leadership
- Retention and development of people
- Owning and managing talent acquisition and retention against the agreed people plan
- Implementing Training & Development plans for the team

What experience you'll need to apply

- Proven experience in a leadership role at a Marketing or Communications Agency is essential
- You might have experience as a General Manager, MD or be a heavily experienced Client Service Director with multiple years of experience and a good track record of tangible success, with a passion for both positive impact and growth
- Whatever your job title, you'll bring knowledge and experience of agency best practice across Operations, Support, Growth, People and Culture as outlines above
- In a perfect world you'll add to our expertise and a network in the Sustainability or ESG space.
- Passion and an appetite to continuously develop your expertise in the ever-evolving world of Sustainability is essential.

What you'll get in return

Please enquire for salary range and further details about the package on offer.

What next?

We have chosen to work with our friends at ADLIB who are managing the recruitment process for Enviral. As a fellow B Corp, they are well versed in attracting the best candidates that have the right skills and experience, combined with the desire to work for a business driven by purpose and a want to make a positive impact on society and the planet.

Please note that any candidates that approach Enviral directly will be forwarded to ADLIB for consideration.

Inclusion and equality

Here at Enviral, equal opportunity runs through every aspect of the business. We are creating an environment where a diverse mix of talented people want to work, do their best and share in our journey for the long term. We're building a team that represents a variety of perspectives and backgrounds, as we believe that the more inclusive we are, the better and more innovative our work will be. We strive to be a workplace where everyone feels empowered and can be their authentic selves.