

Dr Victoria Hands

Able to persuade, motivate and empower others to take action in collaborative partnerships which produce visible results. With strong interpersonal, communication and networking skills, proven and effective leadership abilities and demonstrable (auditable) success at driving policy forward and managing strategic transformation for sustainable development.

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EMPLOYMENT HISTORY**Director of Sustainability Hub, Kingston University, Jan 2012–present**

Providing expert guidance, strategic leadership and directing the development of sustainability strategy across all University business. Projects include:

Embedding sustainability in the curriculum as part of institutional review

Providing real-world learning coursework opportunities for students

Co-supervising MSc and PhD research projects and advising on related papers

Coordinating benchmarking data including curriculum sustainability content

Providing training and development on sustainability issues to all staff

Delivering guest lectures on sustainability in a range of degree courses and faculties

Chair of the London Universities Environment Group (LUEG) organising monthly peer-led workshops with sub-groups on carbon; environmental; and space management; shared services; Education for Sustainable Development

Delivery Partner to the GLA on the Mayor's Low Carbon Prize 2013 (& 2012) sponsored by Siemens, aimed at further and higher education students

London Leader 2010, providing leadership and inspiration for practical sustainability

Also: responsible for embedding SD in risk management, business continuity, planning, service & academic delivery plans

Head of Environmental Sustainability, London School of Economics, 2005–2012

Influenced sector development of EcoCampus & People & Planet Green League (top in London since 2007)

Created Sustainability in Practice public lecture series with leading professionals, chaired by LSE academics

Organised action-research case studies for undergrad Methodology & postgrad Environmental Auditing students

Built trust & commitment to host Campaign Against Climate Change conference, 2006 & 2007, 450 people

Secured HEFCE LGMF funding £86k 2-yr zero waste project. Managed 8 partner universities to divert 80 tonnes Won National Recycling Awards 2008 Best Waste Minimisation Project – only out of (waste) sector entrant

Produced Reuse Model, Guide & Film featuring Nick Stern & Howard Davies, adopted or adapted by all UK unis

Deliver training for SD & behaviour change via staff inductions & tailored sessions for Trades teams to Directors

Create & motivate student, staff & residences sustainability champions for collaborative actions /campus greening

Raise public profile of LSE Sustainability and empower students: first bee hives in halls, Capital Growth rooftop food growing 100 tweeters

Also: Developed business case for creation of 5 FTE posts & provided leadership, team development & strategic planning

Established EMS: built governance & reporting structures, designed systems & mapped business processes,

Initiated Carbon Trust's HE Carbon Management programme 2005, with sector highest 57% reduction targets

Negotiated inclusion of SD in Capital Development project briefs, standard specifications, tenders, LTM contracts, tenancy agreements, acquisitions & disposals, space management & all areas of Facilities Management

Facilitated award winning projects: Sustainable Construction, Sustainable Courses Green Gowns 2009 & 2010

Day to day tasks included responsibility to:

Coordinate working group deliverables in line with strategic objectives

Manage Aspects & Impacts & Legislation Register ensuring annual review

Prepare management reporting for external benchmarks, reporting and audit

Systematise waste management (£250k pa) -persuaded one-off investment of £200k for recycling bins based on Bin-the-Bin pilot 90% recycling rates & National Recycling Awards 2009 Best Public Sector Recycling Project win

Identify operational efficiencies & design system models (saved £30k in 1st quarter from furniture reuse scheme)

Brand SD communications including annual accounts, strategic plan, annual report, staff briefings & newsletters, internal & external stakeholder participation, feedback & complaints procedures

Regional representative for EAUC since 2006 & on 2011 EAUC conference steering committee (operations)

Public speaking to inspire including: Keynote at Inaugural Australian Greening Universities; Leadership Foundation workshop with SMT/VCTs

Sustainable Development (SD) Consultant, March 1999– June 2005 (part-time)

GLA London's University Halls of Residence Recycling Project, founder & advisor, 1999-June 2007; Secured £110k 2-yr funding for London roll-out, initiated first London Green Metro Oct 2006, won National Recycling Awards Best Partnership Project 2006 & LSE shortlisted for THES Sustainable Development Award

CEE Knowledge Exchange: SD Masterclass for CEE Civil Servants, Vienna, 2006

Women's Environmental Network, Waste Not Training, 60 community leaders, 2005

Emirates Environmental Group, UAE Education for SD Teacher Training for 150 UAE Teachers, Dubai, 2005

RICS Foundation produced briefings on: Business Case for Sustainable Development, Eco Foot-Printing, Internal scoping report: Chartered Surveyors, Planning Professionals & Sustainable Development, 2003

LEPU London South Bank Uni, Seminar Organiser, 2003

Crime Concern UK, Initiated £60k Home Office Youth Inclusion Project, 2003-2005

Sharjah Town Planning Directorate, UAE Secretary, Urban Planning Symposium, coordinating global leading property researchers & practitioners including senior dignitaries, Sharjah & Kuala Lumpur, 1999-2003

LSE / London South Bank Uni, Sustainable Development lecturer, 1999-2006

CRISP/LEPU London South Bank Uni, Change Management Auditor, Oct-Dec 1999

Sustainable Regeneration Policy Analyst, LB Southwark, (part time job share), June 2000-Oct 2002; Conducted action research with senior decision makers, officers & members assessing & improving SD policy. Presented findings widely within Local Authority, with EU project partners & others including the following:

DTLR: UK Public Participation for CEE Environment Ministers, Warsaw, Feb 2002

EC DG Environment: Environment, Governance Conference, Murcia, June 2002

EuroCities: Working-group member on Sustainability Pacts, April 02-Oct 02

Ambiente Italia: Working-group leader for European Common Indicators, Oct 00-Oct 02

SEMPA: Encouraging Public Participation in Planning, Dublin, Sept, London Nov 2002

Elephant Links Partnership Expert Member (Sustainability) Oct 00 – Oct 01

Co-author: PASTILLE Practitioners Guide Indicators into Action, Sept 2003 & Sustainable Development in Urban Regeneration, Journal of Environmental Planning & Management, 46(4), July 2003

Project Manager, CRISP (charity promoting SD), June 2000–Sept 2005 (part-time)

Responsible for project planning & delivery to agreed objectives, timeframes & funding regimes, communications, monitoring and forward funding/exit strategies including:

Elephant Links Partnership Cycle and Fones4Safety Feasibility Study, 2004

LB Southwark Home Composting project, 2003

Environment Agency Community Composting project, 2000-2002

Elephant Jobs Researcher: Green Seeds, Environmental Markets for Small Business in London, Feb 2001

Sustainable Development Researcher, South Bank University, June 1998-Jun 2000

Co-organiser: Planning Aid Conference 1998, Researcher:Going for Green Mitcham Household Survey Report 1999 Co-author: Mainstreaming SD into Local Politics in Planning in the UK, Rydin & Thornley (eds), Ashgate, 2001

Short –term or Temporary Positions

Surrey Wildlife Trust, GIS Feasibility study, Jan-May 98

MTC Europe, EU/national environmental legislation updates, May-Oct 97

BICC Cables Ltd, internship leading to BS7750 award, Jan-March 96

Royal Holloway, Uni of London, External Relations Officer, Aug 94-Apr 95

Procter & Gamble, Bi-lingual Secretary / PA to Director, April-Oct 95, Jan-May 97

VOLUNTARY AND COMMUNITY WORK

London Leader 2010–one of 15 selected by the LSDC & Mayors Office to lead on sustainability in practice; engagements include public speaking and policy review

NetImpact Network Manager & Event Chair—professionals using the power of business for good, June 2010; facilitated peer-to-peer learning and exchange

Member of IEMA, Women In Society & Environment, Green Collar Women, Women's Environmental Network

Featured in *Climb the Green Ladder*, Fetzer, Wiley 2009; *Eradicating Ecocide*, Higgins, Shephard-Walwyn 2010; Case study of informal learning and teaching in the workplace

Green Goddess Award from LB Southwark as part of International Women's Day, March 2009; for a decade of facilitated collaborative community fundraising

Channel Four, *Fairy Green Mother* programme pitch featured in *Get Me The Producer*, Nov 2006; an attempt to mainstream sustainability teaching for the general public

Co-Founder *Balance for Life*: wellbeing & sustainability mapping & events – 200 visitors annually, 2004-2006; linking local people with the resources in their own community

Coordinator of Women's Environmental Network, South East London branch, Jan 02–Jan 03; peer-to-peer learning and actions to reduce environmental impact

Community Champion Award: social inclusion of young & old through history & technology, Dec 01-June 02; inter-generational learning and exchange

Co-Founder, Co-Chair, Committee Member, 3 Southwark Residents Associations, Sept 00-continuing; facilitate regular meetings, initiated Trees for Cities planting in local streets, influenced creation of national telecoms mast consultation policy

Co-Director of Southwark Community Reduce, Reuse & Recycle Action Project (SCRRRAP) Feb 99–Jan 01

Researcher & supporter, New Approaches to Cancer, established *Hands On* newsletter, 1995-continuing; engaging well-being practitioners in sustainability issues

FORMAL EDUCATION

PhD Sustainable Development, LSE, ESRC CASE award (collaborative policy-relevant research) Oct 02-March 09

Incorporation of sustainable development in local planning policy in LB Southwark

MSc European Environmental Policy & Regulation, Lancaster Uni Oct 95-Dec 96

Packaging & Packaging Waste Directive thesis, used as evidence at EU level

BA Hons French & Public Admin (2:1), Royal Holloway Oct 90-June 94

Ecole Supérieure de Commerce, Toulon, France June 91-Oct 92, Miss Bizouthage

Bilingual Secretarial Diploma (French), Guildford College Oct 89- June 90

TRAINING AND DEVELOPMENT

IEMA Environmental Auditor Advanced & Foundation– highest passes in class

Landmark Education leadership development courses & peer-to-peer coaching,

Wealth Dynamics: Leader/Energiser/Initiator **Meyers Brigg:** E(69) N(19) F(3) J(21)

E-Rejuvenation Leadership 2008, **Schumacher** Ethnobotany 2009, **Embercombe** The Journey 2010, **Ellen MacArthur Foundation** Circular Economy Study Tour 2012

Interests:

Natural well-being, Dance, Dress Making, Gardening, Yoga, Walking, French, Italian

References available upon request