

Company X

Chief Sustainability Officer Role Spec

To help you define your own CSO role, we have curated a sample CSO job spec from a compilation of multiple job descriptions. We curate specs based on the needs and the culture of our clients.

The Company

Company X is committed to improving sustainability performance and to proactively manage our social and environmental impact

ESG at Company X	Quick Facts and Figures on Company X
Summary of Company X's ESG function	Ownership
Summary of Key Pillars of Sustainability Strategy	Industry
	Leadership
	Headquarters/Location
	Founded
	Where
	Market Cap
	Net Sales
	EBIT
	Main Website
	Sustainability

The Position — *Chief Sustainability Officer*

Role Overview

Company X is looking for a Chief Sustainability Officer (CSO) to lead our global Sustainability organization, reporting into the Chief Executive Officer. The CSO will be responsible for leading the global Sustainability strategy, conceptualizing and developing the vision and strategy to drive the company's corporate sustainability efforts, as well as the roadmaps for implementing and executing these initiatives. This highly cross-functional role will work closely with organizations across the business to minimize the environmental footprint and to drive innovative solutions that support a net zero carbon future. This position leads a direct team of 8 with an extended team of 50 across the business. The CSO will report to the CEO, serve on the Leadership Team and serve as a Corporate Officer.

Key Responsibilities

- Drive the development of Company X's ESG strategy and integration with business, supply chain and corporate strategy including economic analysis, KPI development, quantitative and qualitative assessment and roadmaps
- This role will be responsible for leading our global sustainability strategy, conceptualizing and developing the vision and strategy to drive the company's corporate sustainability efforts, as well as the roadmaps for implementing and executing these initiatives
- He/She will have the ability to represent Company X's sustainability efforts internally and externally, uncover strategic opportunities, and deliver innovative solutions
- Overall responsibility for the success and long term vision of Sustainability at Company X., as well as for integration and alignment of sustainability across key businesses and functions
- Inform the Nominating and Governance Committee of the Board of Directors on a quarterly basis
- Oversee a highly cross-functional team responsible for corporate sustainability commitments, reporting, internal and external partnerships, and investments in initiatives which help progress environmental goals
- Build and manage relationships with strategically important external partners to stay informed on emerging trends, standards, and issues that may impact the business and wider industry
- Build external community networks and communicate as the face of Company X's sustainability program in broader industry forums and engagements
- Build, scale, and lead with empathy a high performing and inclusive team, setting ambitious, measurable objectives and goals which will have direct impact to Company X's Sustainability commitments

Key Candidate Criteria

- 15+ years experience in sustainability, knowledge of environmental and climate related issues with a clear track record of successfully implementing sustainability strategies across large businesses
- Broad knowledge and experience around CSR, social impact, sustainability and governance
- 8+ years experience growing teams and designing organizations to maximize long-term impact
- Industry experience and understanding of the marketplace, emerging technologies, and commercial dynamics
- Strategically minded and commercially astute with a proven capacity to translate information and ideas into actionable plans
- A credible industry thought leader experienced at engaging with and communicating to key internal and external stakeholders, across a variety of initiatives and industry forums
- Experience communicating to audiences with the willingness to represent the company's interests at the highest levels
- Experience anticipating future trends across the industry to influence, create and drive strategic impact, engagement and communication
- Internal partnership skills and the experience working across multiple teams in a large organization, align goals, and develop execution plans
- Experience fostering and managing partnerships with private sector partners, NGOs, governments, and multilateral organizations
- Strong experience aligning with existing sustainability frameworks such as CDP, TCFD, SBTi, SASB
- Proven experience designing meaningful goals and KPIs against which to measure sustainability performance
- Results-driven project management, experience leading and executing effectively and showing significant results

Culture Fit & Impact

- A role model for company values, culture, and ethical standards and hold teams to the same standard
- Exceptional problem-solving and analytical skills; ability to frame new, ambiguous and complex issues; able to generate insight through rigorous analysis and demonstrate thought leadership
- Strong influencing and collaborating skills and proven ability to work successfully with peers, teams and C-suite in a matrixed organization
- Credibility as a thought partner to a CEO, Executive Leadership Team and Board of Directors