WE’RE HIRING:
Impacts programme manager

Position type: Full-time, 2-year contract with possibility of renewal
Location: Home-office based, located in a CET-friendly time zone
Start Date: Q1 2023

Deadline for application: 8 January 2023
Are you ready to join a team of passionate, energised, and supportive individuals dedicated to the transformation to a sustainable, biobased and circular economy?

The Roundtable on Sustainable Biomaterials (RSB) Association seeks a highly motivated person to join our organisation as **Impacts Programme Manager**, an ideal position for an individual interested in furthering an international career in an organisation focused on sustainability and industry transformation. This position will play a key role in the design and implementation of RSB’s Impact Monitoring and Incentive Programme.

**About RSB’s Impact Monitoring and Incentive Programme**

RSB is in the early stages of designing an Impact Monitoring and Incentive Programme, which will allow companies globally to build, quantify and track the sustainability impacts of investments into new bio-based and circular value chains, and incentivise their suppliers to achieve positive impacts.

This position will lead the design and implementation work for this specific programme, including:
- Developing RSB Impact indicators (linked to [RSB’s 12 Sustainability Principles & Criteria](http://www.rsb.org)), supported by external experts
- Conducting pilots in Ethiopia, Brazil and South Africa
- Assessing needs and specifications for an impact tracking platform
- Support RSB’s work to achieve impacts on a landscape level
- Developing and engaging with stakeholders on methodologies to quantify and incentivise sustainability performance improvements on the ground

It offers a unique opportunity to develop and track metrics that look beyond carbon, aligned with planetary boundaries and the RSB Sustainability Framework.

**About Us**

We are a small and dedicated team of committed professionals working on a global scale to develop solutions to some of the world’s biggest challenges. We are a remote team, situated in many countries around the world, with a strong, collaborative, fun working environment fostering professional development and a healthy work-life balance. Our team allows for individual autonomy and the opportunity to engage with a full spectrum of roles within the diverse range of organisations in our stakeholder base.

The RSB is a global, multi-stakeholder organisation dedicated to driving the truly sustainable development of the bioeconomy – based on our best-in-class sustainability standard. We are frequently noted as industry leaders in navigating the complexities of supply chain sustainability and take pride in applying our robust sustainability framework in diverse sectors including aviation, chemicals, materials and shipping, among others. For more information, visit [www.rsb.org](http://www.rsb.org)
Your Role

As an Impacts Programme Manager, you will be working closely with RSB’s Programme Director and RSB’s Technical Director to design, develop and implement programmes that contribute not only to the overall success of the organisation, but also to supporting the transformation of industries towards a more sustainable and low-carbon future.

Specifically,

- You will lead the design of RSB’s Impact Monitoring and Incentive Programme, including:
  - Development and testing of the programme’s value proposition for potential audiences, including RSB certified operators (in connection with RSB’s certification scheme), market actors, and potential new audiences such as consumer brands and investors.
  - Development of linked funding proposals for institutional and corporate funding mechanisms.
- You will lead the development of impact indicators linked to RSB’s 12 Sustainability Principles and Criteria, including identifying interesting impact metrics, methods for quantification and verification, and developing claims messaging linked to impacts.
- You will coordinate external experts, RSB’s stakeholder network and the RSB team to identify opportunities for new metric development, and ensure consistency and support for methodology development.
- You will develop and lead the implementation of programme pilots in Brazil, Ethiopia and South Africa, which will include:
  - Pilot design and project management;
  - Engagement of pilot partners, including local stakeholders, and regional and international consumer brands;
  - Management of technical consultants;
  - Development of case studies showcasing pilot results.
- You will support proposal development and implementation activities for advisory services related to new impact indicator opportunities.
- You will lead the design of RSB’s Impact Monitoring Platform and test the platform with pilot partners using real life data.
- You will develop communications to showcase the progress and achievements of the programme, such as website articles, case studies, and joint communications with partners.

About You

This is what we value in you:

- You have a master’s degree and/or relevant qualifications in sustainability, sustainable development, environmental management, etc.
- You have 10 or more years’ experience in environmental and social impact monitoring and M&E systems in the context of sustainability certification and/or
corporate sustainability programmes, ideally in both a theoretical and practical context.

- You have basic knowledge of methodologies and challenges of lifecycle assessments.
- You understand the market need from industry, investors and brands for robust communications on sustainability impacts.
- You are a self-starter with a hands-on mentality who has worked in project development and management in a fast-paced and international environment and in the bio-based and circular economy sectors.
- You have run projects from beginning to end and have experience in engaging a diverse group of stakeholders towards a common objective.
- You have experience in engaging stakeholders at all levels, and especially at senior industry levels.
- Working for a sustainability organisation energises you and you are dedicated to RSB’s mission to enable a sustainable bio-based and circular economy.
- You are an organisational talent and love to work independently, in a thorough and structured manner.
- You have a positive mindset and with your can-do attitude always find creative and pragmatic solutions.
- You pay great attention to detail and bring strong planning and forward-thinking capabilities.
- You inspire and motivate your colleagues and external stakeholders with your open, likeable manner.
- You possess excellent written and verbal communications skills in English, and the ability to collect data and prepare professional and accurate presentation materials.
- You are familiar with MS Office 365 tools, Salesforce and other digital tools, such as Asana and Slack.
- You are able and willing to travel internationally.

Why work with RSB
Join a small, dedicated, and multicultural team of professionals committed to building a brighter future for people and planet.

Our Benefits
- Competitive salary
- Excellent holiday provision: 30 days annual vacation days, plus 12 public holidays
- Flexible working hours
- Remote working (home-office), with periodic in-person team meetings
- Professional development opportunities
- Travel opportunities
Important Information

- **Location**: Mainly home office-based. Regional and global travel will be required from time to time for meetings
- **Full-time**
- **Start Date**: as soon as possible in Q1 2023. Must be available to participate in-person in the RSB Team meeting taking place in the week of 27 February 2023 in Cape Town, South Africa.
- **Duration**: initial 2-year contract with possibility for renewal / permanent contract

How To Apply

1. Describe in your **cover letter** of not more than 1 page why you want to work with us and why you are the right fit.
2. Include your **CV** of not more than 2 pages.
3. Send your application to RSB’s RSB Finance & Admin Manager Sam Hansen at the email address **sam.hansen@rsb.org**, with the subject line: “RSB Impacts Programme Manager” by no later than Wednesday 8 January 2023.