



Sustainability lead

Job description

- Collaboration and communication with business development, procurement and production, R&D teams to move sustainability projects forward
- Drafting and proposing sustainability efforts and commitments that are the most effective for Spiber Group
- Monitoring, analyzing and reporting sustainability-related data and KPIs as well as developing processes to manage appropriately
- Preparing presentations, reports, and homepage content for Spiber for both internal and external usage
- Managing team members and projects (including the aforementioned tasks) when deemed necessary
- Communicating with external parties and joining speaking events when deemed necessary

Requirements

- Business level English (reading at a minimum)
- Preparing disclosure-ready materials
- Creating frameworks for research and the ability to execute the tasks
- Smooth communication with internal members
- Work experience in sustainability-related fields: Consulting, sustainability projects in auditing firms, or the following experiences in industry: product LCAs, renewable energy solutions, TCFD reporting, sustainable sourcing, human rights due diligence, sustainability strategy, ESG scoring and assessments, report creation
- Understanding and knowledge of sustainability discussions conducted at a global level

Desired candidate profile

- We are looking for people with the following experiences on the topics listed below:

1. Sustainability project experience in consulting firms or BIG4 firms
2. Experts in sustainability fields from NGOs and other institutions
3. Sustainability work experience in relevant industries (bio and chemical manufacturing, manufacturing, apparel, brands, etc.)

Relevant topics for the above: Product LCAs, renewable energy solutions, TCFD reporting, sustainable sourcing, human rights due diligence, sustainability strategy, ESG scoring and assessments, report creation

Core values

- A sense of engagement and responsibility towards Spiber's projects
- The ability to take an active role in contributing to the team's mission
- The capacity for flexibility in the pursuit of maximizing the team's performance
- Willingness to step outside individual areas of specialization
- An appreciation for new experiences and challenges
- Ability to deliver and share our company's culture and image
- Ability to work under pressure and react to an ever-changing environment

Location

- Head office at Tsuruoka, Japan or remote work

Benefits

- Various types of insurance (employment insurance, workers' accident compensation insurance, health insurance, employee pension)
- Optional defined contribution pension plan
- Mental health support (consultation with external clinical psychologists)
- Employee stock ownership plan
- Flexible work options to suit various types of work (shortened working hours and remote work are available)
- Childcare center enrollment in the nursery is available for all employees with children from age 6 months to 5 years
*Possibility of enrollment will need to be confirmed in advance, as admission depends on the number of vacancies available
- In-house social gatherings
- Business trip allowance

Pre-employment

Support system for those who move from overseas to Tsuruoka, Japan

- Information on moving to Tsuruoka and a Q&A session before the final selection process
- Support for entry (visa application, transportation upon arrival in Tsuruoka, etc.)
- Support for daily life in Tsuruoka (employee accompaniment as needed to find housing, set up living infrastructure, complete procedures at various locations, other accompaniments as necessary, etc.)
- Spiber is able to pay for the initial housing costs upfront, and the employee can repay the amount at a later date
- Transportation from country of residence to Tsuruoka

Post-employment

Support system for a smooth in-house communication

- Free in-house language classes
- Language mentor system (for non-business support as well)
- In-house language support team for language-related consultation and support (such as interpretation at meetings and interviews as needed)
- Support for daily life (housing-related troubleshooting, vaccinations, accompaniment to hospital visits in case of illness, etc.)

How to apply

- Please send your application documents through the application form on our website (<https://www.spiber.inc/en/join/form/>). Please select "Business Development" on the form and mention that you are applying for the role of Sustainability lead in the "Comments" box.