

## Join EFRAG's sustainability reporting team as expert in the ESRS sector programme

For its sustainability reporting activities EFRAG seeks ESG experts to enhance EFRAG's team involved in the ESRS sector programme. We are recruiting for a permanent Brussels based function with proven sector and ESG knowledge and expertise.

EFRAG has been mandated, under the CSRD, to act as technical advisor of the EC in the development and implementation of draft European Sustainability Reporting Standards (ESRS). EFRAG is developing sector ESRS in a multi annual programme.

This is an exciting opportunity to join a multicultural, fast-evolving, and collegiate environment and be part of the EFRAG sustainability reporting pillar technical staff.

Applications are invited for professionals with over 10 years' experience ((senior) technical manager) and 5 years' experience ((junior) technical manager) on sectors and ESG matters in the field that are EEA nationals and are willing to relocate to and work from EFRAG's Brussels office. Competitive salary packages are on offer depending on successful applicants' qualifications and experience. Role in the team will reflect seniority and experience. Very senior experts are also welcome to apply and may be considered for a leadership role.

Applications, consisting of a letter of motivation and a detailed CV, should be sent to Saskia Slomp, EFRAG CEO, using [Rh@efrag.org](mailto:Rh@efrag.org).

### Who are we looking for?

EFRAG is looking for:

- experts with 10+ years of experience, with extensive experience on sectors (e.g., Textile, Energy Production, Automotive, etc.) and environmental, social and governance matters and with a passionate interest in corporate reporting and standard-setting development. We seek candidates with different backgrounds within the industrial space and/or consultancy with more than 10 years working experience in the field.
- experts with 5+ years of experience, with proven experience on environmental, social and governance matters and with a passionate interest in corporate reporting and standard-setting development. Furthermore, experience in sectors (e.g., Textile, Energy Production, Automotive, etc.) will be also optimal. We seek candidates with different backgrounds within the industrial space and/or consultancy with more than 5 years working experience in the field. of draft sector ESRS, their implementation and other standard-setting related activities.

We are looking for candidates that can contribute their talents and energy to the development of draft sector ESRS, their implementation and other standard-setting related activities. The ideal candidate should be willing to invest time in developing this expertise further and have an ability to adapt to the fast-evolving sustainability reporting landscape.

We recruit on an equal opportunities and non-discriminatory basis.

## Profile

Suitable candidates should have the following profile (depending on seniority):

- Industry-specific knowledge: deep understanding of the industry trends, regulations, and best practices relevant to one or more sectors, including but not limited to the following priority sectors: Textile, Energy Production, Automotive; .
- Sustainability knowledge: proven and significant experience of sustainability matters, sustainability reporting and corporate reporting environments with experience in different industries;
- Leadership skills in senior positions: strong leadership skills to guide and motivate team towards achieving the organisation's goals and objectives;
- Project Management skills: proven project management methodologies and tools experience to effectively plan, execute, and monitor complex projects within the sector involving multiple categories of stakeholders;
- Stakeholder engagement: ability to interact with various stakeholders both internally and externally, including companies, civil society, standard setters, and team members, to maintain positive relationships and drive collaboration;
- Communication skills: demonstrate effective communication to liaise with different teams, present information to technical and board committees, and ensure clarity and alignment across the sector; ability to listen, engage with and represent the viewpoints of diverse stakeholders;
- Knowledge of existing sector and sustainability reporting standards, guidance and framework, as well as familiarity with ESRS;
- Knowledge of European sustainability-related legislation, regulation and policies is a plus;
- A degree in engineering, biology, environmental law and policy, social sciences or other related disciplines and a sustainability master is a plus;
- Previous experience in standard setting or drafting legal tests or corporate policies is a plus;

- International work experience developed in different geographies is a plus;
- Intellectual curiosity with a willingness to continually deepen subject matter expertise on sustainability topics and corporate reporting;
- An objective mindset with an ability to listen, engage with and represent the viewpoints of diverse stakeholders;
- Excellent written and verbal communication skills including a high level of proficiency in English and an ability to write clearly and concisely. This includes drafting of standards. A profound knowledge of French is a plus;
- Ability to persuasively present ideas and engage effectively with senior professionals involved in EFRAG's decision making;
- Ability to work effectively both in teams and independently, to work effectively with diverse stakeholders, and enhance a collegial atmosphere;
- **Nationality of an EEA country required;**
- Committed to serving the European public interest
- **Relocation to Belgium and work in the EFRAG offices in Brussels required.**

### What does EFRAG offer?

EFRAG offers:

- a unique opportunity to contribute to shaping the future of sustainability reporting in Europe and worldwide
- a dynamic and friendly working environment, open to individual entrepreneurship
- great occasions of visibility to the external environment, thanks to the intense and continuous dialogue with European Institutions, preparers, regulators, auditors, investors, other standard setters in Europe and worldwide
- an accelerated process of personal growth (development of corporate reporting expertise and soft skills), with direct access to EFRAG decision making actors and participation to a variety of projects
- competitive salaries and extra benefits package.

We are looking for both permanent staff and secondments. EFRAG staff in paid positions including secondments have to relocate and work from the EFRAG offices in Brussels (with a number of days of teleworking allowed under the EFRAG teleworking policy).

Senior experts will be considered for a role as senior manager. Very senior experts are also welcome to apply and may be considered for a leadership role, in close cooperation with the EFRAG SR TEG Chair and the EFRAG SRB Chair.

### Other than sector manager

EFRAG has a permanent recruitment process for sustainability reporting and financial reporting functions. Anybody interested in such a function and with appropriate background and expertise in sustainability reporting can send at any time a motivation letter and CV to EFRAG.

In addition, EFRAG is looking for **secondments in kind** (at least for a 50% basis) to support the sustainability reporting work plan for a minimum period of 6 months (preferably longer). Secondments in kind can occur from the venue of their seconding organisation.

### How to apply?

**Applications, consisting of a letter of motivation and a detailed CV, should be sent to Saskia Slomp, EFRAG CEO, using Rh@efrag.org.**

In applying for this job, you agree that EFRAG processes the data you have provided through your CV, cover letter and any other document. EFRAG will store your CV, cover letter and any other document in its database for one year.

### About EFRAG

Since its establishment in 2001, EFRAG has built its reputation as the leading European voice in the global financial reporting debate. EFRAG was established by European stakeholder organisations with an interest in financial reporting, representing the business community, investors and the accountancy profession. EFRAG's activities are aimed at ensuring that European views on the development of financial reporting standards are properly and clearly articulated in the international standard-setting process, so that ultimately IFRS Standards are fit for use in Europe. EFRAG is the technical adviser to the European Commission, providing technical expertise and advice on IFRS Standards.

In 2018, EFRAG extended its activities in the wider corporate reporting debate: following a request of the EC in its Action Plan on Financing Sustainable Growth, EFRAG established a European Corporate Reporting Lab with the objective of stimulating innovations in the field of corporate reporting in Europe by identifying and sharing good practices. In 2020, EFRAG received two mandates from the European Commission on preparatory work on EU sustainability reporting standard-setting. The reports, with the recommendations following these mandates, were published in March 2021.

*EFRAG's mission is to serve the European public interest in both financial and sustainability reporting by developing and promoting European views in the field of corporate reporting. EFRAG builds on and contributes to the progress in corporate reporting.*

*In its financial reporting activities, EFRAG ensures that the European views are properly considered in the IASB's standard-setting process and in related international debates. EFRAG ultimately provides advice to the European Commission on whether newly issued or amended IFRS Standards meet the criteria of the IAS Regulation for endorsement for use in the EU, including whether endorsement would be conducive to the European public good.*

*In its sustainability reporting activities, EFRAG provides technical advice to the European Commission in the form of draft European Sustainability Reporting Standards (ESRS) elaborated under a robust due process and supports the effective implementation of ESRS.*

*EFRAG seeks input from all stakeholders and obtains evidence about specific European circumstances throughout the standard-setting process. Its legitimacy is built on excellence, transparency, governance, due process, public accountability and thought leadership. This enables EFRAG to speak convincingly, clearly, and consistently, and be recognised as the European voice in corporate reporting and a contributor to global progress in corporate reporting.*

EFRAG has in 2022 put in place its permanent structure for its Sustainability Reporting Pillar, notably with its technical bodies the EFRAG Sustainability Reporting Board and the EFRAG Sustainability Reporting TEG.

Under the Corporate Sustainability Reporting Directive of 2022 EFRAG is tasked with preparing technical advice in the form of draft ESRS accompanied by bases for conclusions, cost-benefit analyses including impact analysis and digital guidance, with a proper due process, public oversight and transparency, contributing to the delegated acts through which the draft ESRS will be adopted.

EFRAG seeks input from all stakeholders, and obtains evidence about specific European circumstances, throughout the standard-setting process. Its legitimacy is built on transparency, governance, due process (which may include field tests, impact analyses and outreaches), public accountability and thought leadership. This enables EFRAG to speak convincingly, clearly and consistently, and be recognised as the European voice in corporate reporting.

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EFRAG is operating in a fast-evolving environment. It is attentive to the need to adapt its activities to meet new opportunities and challenges in corporate reporting.