



## Help shape the future of corporate reporting: Join EFRAG's Sustainability Reporting Team

*- Continuous recruitment -*

In its broadened role as the technical advisor to the European Commission in the development of draft European Sustainability Reporting Standards (ESRS), EFRAG seeks to recruit both permanent and seconded (paid or in-kind) sustainability reporting professionals that can join on either a full-time or, in limited cases, part-time<sup>1</sup> basis.

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 from both junior and experienced professionals that are EEA nationals and are willing to relocate and work from EFRAG's Brussels office in case of paid positions. Competitive salary packages are on offer depending on successful applicants' qualifications and experience.

### Who are we looking for?

EFRAG seeks individuals with a passionate interest in corporate reporting and standard-setting developments that can contribute their talents and energy to the development of draft ESRS.

We are looking for candidates that are keen to participate in the ongoing sustainability standard-setting activities, that have experience and are willing to invest time in developing expertise on sustainability topics and corporate reporting, and can adapt to the fast-evolving sustainability reporting landscape. We seek candidates with different levels of experience and seniority from junior level to senior level, depending on skills and expertise.

### Profile

Suitable candidates should have the following profile:

- Knowledge of the sustainability reporting and corporate reporting environments including the interconnectivity between sustainability and financial reporting
- Demonstrated knowledge, practical experience and expertise in the field of preparing, reviewing, researching, or using sustainability reporting information
- Intellectual curiosity with a willingness to continually deepen subject matter expertise on sustainability topics and corporate reporting
- Capacity to adapt to a rapidly changing sustainability reporting standard setting landscape
- Strategic thinking, analytical and synthesis skills: the ability to demonstrate conceptual and critical thinking including the articulation of the advantages and disadvantages of a range of standpoints

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<sup>1</sup> Part-time of at least 80% is feasible and for secondments in kind we are looking for a minimum of 50%

- 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
- Ability to persuasively present ideas and engage effectively with senior professionals involved in EFRAG's governance bodies
- Ability to work effectively both in teams and independently, to work effectively with diverse stakeholders, and enhance a collegial atmosphere
- Effective project management skills including the ability to prioritise, delegate tasks, manage interdependencies, and where needed, meet challenging deadlines
- Knowledge and experience of existing sustainability reporting standards, guidance and frameworks is a plus
- Sustainability reporting, financial reporting or any other standard-setting experience is a plus
- Knowledge of the digitisation of corporate reporting is a plus
- Knowledge of European sustainability-related legislation, regulation and policies is a plus
- **Nationality of an EEA country.**
- Committed to serving the European public interest.
- **Willing to relocate to Belgium and work in the EFRAG offices in Brussels for paid positions.**

## What does EFRAG offer?

The development of sustainability reporting standards is a revolutionary step in the corporate reporting world. Building on its well-established financial reporting activities, EFRAG has a unique role to play in its broadened role as the technical advisor to European Commission in developing draft ESRS.

EFRAG offers its staff challenging work, and competitive salaries, and presents opportunities for professional growth and the development of corporate reporting expertise while engaging extensively with a broad range of stakeholders. We are looking for both permanent staff and secondments (in-kind or paid). Secondments in kind should be at least on a 50% basis.

EFRAG staff are expected to relocate and work from the EFRAG offices in Brussels (with a number of days of teleworking allowed under the EFRAG teleworking policy). Secondments in kind can occur from the venue of their seconding organisation.

More information can be found on EFRAG's website [www.efrag.org](http://www.efrag.org).

## 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](mailto:Rh@efrag.org) (*continuous recruitment*).**

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 reporting and sustainability reporting by developing and promoting European views in the field of corporate reporting and by developing draft EU Sustainability Reporting Standards.

In its sustainability reporting activities, EFRAG develops draft EU Sustainability Reporting Standards that are accompanied by basis for conclusions, and cost-benefit analyses including impact analysis and digital guidance, and these are provided to the European Commission as technical advice. EFRAG seeks input from all stakeholders, and obtains evidence about relevant European circumstances, throughout the standard-setting process. Its legitimacy is built on transparency, governance, due process (which may include field tests 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.

EFRAG has in the first half of 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.

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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.