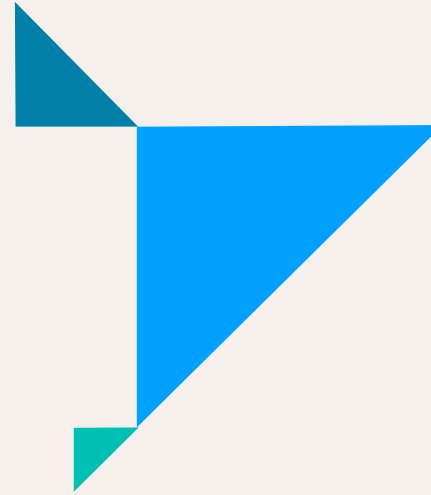




HAYS SUSTAINABILITY

Building Sustainability Capacity



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Introduction to Hays

Hays is the world's largest recruiter for professionals.

We help people invest in lifelong partnerships that empower people and businesses to succeed.

Over many years we have helped literally millions of talented individuals develop their careers

Specialist Sustainability Recruitment Team

Sustainable
Buildings

Environment

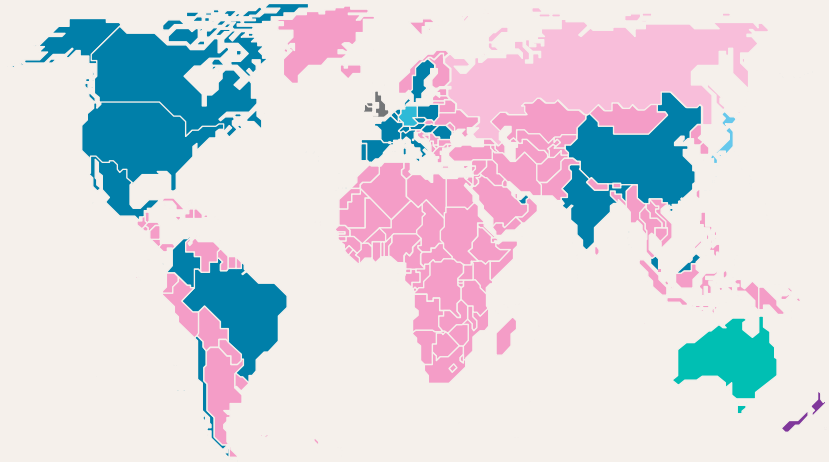
Corporate
Sustainability

Jobs Filled Annually

- ✓ **59,090** permanent candidates placed
- ✓ **220,000** temporary / contract jobs filled



Foot Print & Reach



32
COUNTRIES

256
OFFICES

40,000+
CLIENTS

Evolution of Sustainability

- The role of the Sustainability professional is evolving rapidly.
- Myriad of job titles and organisational structures
- An increasing array of issues requiring expert advice and support falling under the Sustainability banner.
- Variety of backgrounds of people taking on responsibility for Sustainability.
- Technical and non-technical skills required: communication, sales and marketing, project management, data analysis, stakeholder m'ment etc.
- Need to be able to recognise your strengths and bring in others where needed.

Corporate Sustainability

Energy / Carbon / Net Zero

Climate Change

Environmental Compliance / Permitting

Circular Economy

Water Management

Environment Social Governance (ESG)

Social Value / Social Impact

Corporate Social Responsibility (CSR)

Biodiversity / Natural Capital

- Look at where sustainability fits your organisation's purpose and design your structure around this
- The HAYS Sustainability Framework is how we have done this internally.
- Assess the topics relevant and how far you are along the Sustainability journey in these
- Identify skill sets required to drive these elements forward and where your skills fit in.
- Develop a Team to support your capabilities
 - dedicated sustainability team,
 - wider business,
 - external support.



Developing a Sustainability Team

- No single way of doing things.
- Understand and work with your organisation's existing structure
- Focus on topics is useful to develop a coherent and manageable structure.
- Relative immaturity of the sector and current talent shortage creating an increased focus on upskilling.
- When recruiting externally, be clear about which skills and experience are "*required*" and which are "*desirable*"
- The more flexible you can be on the *required* elements the more opportunity there is to recruit someone with the right attitude.
- Ongoing Learning and Development crucial



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For more information:

[Experts in Sustainability | Hays](#)

[Sustainability | Hays - Working for your tomorrow \(haysplc.com\)](#)

[Organizing for sustainability success: Where, and how, leaders can start | McKinsey](#)

[Report on the Evolving Role of Chief Sustainability Officer \(CSO\) \(emeritus.org\)](#)

