

We are hiring

At ResponsibleSteel, we believe in our mission to maximise steel's contribution to a sustainable society. This can be done by achieving net zero carbon emissions for the steel sector as well as enhancing the responsible sourcing, production, use and recycling of steel.

Policy and Impacts Director

Location: Home office, preference for CET aligned time zones - where the majority of the current team operates - but open to candidates globally

Reports to: CEO

Direct reports: Policy & Assurance Manager (0.5FTE)

Hours per week (average): full time

Overtime status: Exempt

Summary

We are a not-for-profit multi-stakeholder organisation (currently waiting for charity status confirmation) founded to bring together business, civil society and downstream users of steel, to provide a global standard and certification initiative for steel. We have built a consensus on what sustainability looks like for steel - including the impacts of mining, steel production, the scrap metal supply chain, greenhouse gas emissions, water use, workers' rights, communities and biodiversity. Our Members include steel makers, mining companies, buyers of steel from automotive and construction as well as civil society organisations focused on labour rights, biodiversity, climate change and many other important issues. We currently have over 100 members and near 12% of global steel production in membership.

We are looking for an experienced individual with a solid understanding of the ESG challenges (including GHG emissions) facing the steel industry as well as an interest in policy, advocacy and impact reporting. This role will lead our positioning and advocacy work on GHG as well as our efforts to drive recognition of the standard in key steel user market segments. The Policy & Impacts director will collaborate with other organisations looking at the decarbonisation strategies for steel and drive the demand for net-0 steel through our collaboration with The Climate Group - Steel Zero. The Policy and Impacts Director will also develop our impact analysis framework in close collaboration with our Standards & Assurance Director and our Communications Director.

ResponsibleSteel is a small organisation and the successful applicant will be expected to contribute across the organisation and not just in their core area of expertise.

Responsibilities

The Policy & Impacts Director is responsible for ensuring that ResponsibleSteel and its Standard deliver impact in line with our stated mission. This is essential to ensure the success of the organisation and that we continue to provide value to our community of members. This requires that we create demand for "Responsible" steel but also demonstrate the effectiveness of our Theory of Change.

ResponsibleSteel and the ResponsibleSteel Standards doesn't look at GHG in isolation but at the entire Environmental and Social impacts of the steel value chain. Nevertheless, GHG is a fundamental part of responsible steel and we must also ensure that we are fully engaged in the low-carbon steel debate and conversations as the industry progresses towards net-0. This role will have to ensure that ResponsibleSteel is part of these discussions.

Policy & Advocacy

- Work with other initiatives on creating alignment to the ResponsibleSteel GHG Standard
- Track and analyse key relevant developments in policy and regulation
- Ensure recognition of our GHG Standard by working with government procurement bodies, policy makers
- Thought leadership and positioning ResponsibleSteel within the net-0 steel discourse
- Write accurate, high-quality reports, briefings and other content to secure ResponsibleSteel's reputation as a credible influential voice
- Build a network of contacts to support and review ResponsibleSteel's research and policy content to ensure a high level of quality and integrity
- Be a spokesperson for ResponsibleSteel in key public forums and key market segments (automotive, building and construction)

Impact

- In close collaboration with the Communications Directors, shape the analytical framework and key metrics to monitor and report on ResponsibleSteel's impact, developing infographics and other tools
- Create case studies to demonstrate effectiveness against our Theory of Change

Demand and Value Creation

- Act as key counterpart in the SteelZero collaboration with The Climate Group
- Explore other demand creation opportunities and partnerships
- Ensure the ResponsibleSteel standard can be used and recognised by key users of steel standards such as BREEAM, LEED, Green Buildings Council and other relevant bodies

The role will also involve working closely with the Standards & Assurance Director on the GHG components of the ResponsibleSteel Standard, providing advice to both internal and external stakeholders.

Qualifications, Experience & Skills

Qualification:

- Bachelor's degree in a relevant field required, Master's Degree preferred.

Experience:

- Experience in sustainable supply chains, responsible mining or heavy industry
- Experience of membership organisation and / or policy work in sustainability

- 5+ years of professional work experience in the fields of corporate social responsibility, reporting, supply chain management, environmental management or social compliance in the voluntary certification sector
- Solid understanding of sustainability issues in the steel supply chain
- Good knowledge of reporting requirements and frameworks such as TCFD, SBTi and other GHG focused initiatives
- Experience in steel and GHG reporting measurement would be a strong benefit.

Skills:

- Demonstrates excellent organizational and managerial skills with attention to detail
- Effective in managing timelines and project budgets
- Capacity to manage multiple projects simultaneously and successfully
- Energetic and personable; takes initiative and thinks creatively
- Proficiency with MS Office and general business tools for cloud-based collaboration.
- Excellent written and verbal communication skills in English, with the ability to convey technical information to a range of stakeholders
- High level of inter-personal skills, in particular cross-cultural communication
- Additional language competencies are desirable
- Enjoy collaborating with others and embrace feedback
- Passion for quality and keen attention to detail
- Can prioritise activities to maximise benefit and impact
- Thrive working independently with remote management in a decentralised team

To apply

Applications will be accepted on a rolling basis. Please submit your cover letter and resume for this role to recruitment@responsiblesteel.org specifying **Policy & Impacts Director** in the email subject line. Applications without cover letters will not be considered.

Please note that you must have authorisation to work in your designated home country (country of employment)

Benefits

Benefits and compensation vary per region and are competitive with local prevailing packages. They will take into account experience, location, and benefits required by law in the candidate's location, such as pension and leave allowances.

Regardless of location, team members get equipment stipends to ensure they are set up wherever they may be working from, generous leave policies and paid parental leave.

Hiring Statement

ResponsibleSteel is committed to building a diverse and inclusive team. We are committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. Our work environment is safe and open to all employees and partners, respecting the full spectrum of race, colour, religious creed, sex, gender identity, sexual orientation, national origin, political



affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected bylaw in the locality and/or state in which you are working.