



# 2024 Sustainability Recruitment Market: Insights, Trends, Key Roles and Salaries

“Progress is impossible without change, and those who cannot change their minds cannot change anything.”

George Bernard Shaw



# Contents

- Editorial* \_\_\_\_\_ 2
- Background and Objectives of the Study* \_\_\_\_\_ 2
- Market Trends for Sustainability, ESG and Renewable Energy Recruitments* \_\_\_\_\_ 5
  - 1. Roles and missions of sustainability experts \_\_\_\_\_ 6
  - 2. Challenges in sourcing sustainability professionals \_\_\_\_\_ 6
  - 3. Challenges in training sustainability professionals \_\_\_\_\_ 10
  - 4. Regional job market trends \_\_\_\_\_ 12
  - 5. Top sectors recruiting sustainability talent in 2024 \_\_\_\_\_ 19
  - 6. Key factors influencing salaries \_\_\_\_\_ 27
- 16 Key Sustainability & ESG Jobs in 2024 – Trends, Skills and Salaries* \_\_\_\_\_ 29

# Editorial

The 2024 Sustainability Recruitment Market Report provides comprehensive insights into the evolving sustainability and ESG job market, highlighting salary trends, roles, and hiring patterns across different regions and sectors. As sustainability becomes a global central tenet of corporate strategies, this EnableGreen report offers valuable data for businesses and professionals alike. Covering the United States, Europe, Asia, and the Middle East, the report delves into the key factors shaping the sustainability workforce and the growing demand for specialised talent in areas such as renewable energy, ESG compliance, and sustainable finance.

## Background and Objectives of the Study

### Initial Findings

The sustainability job market is experiencing significant growth, driven by stricter regulations, corporate net-zero commitments, and heightened consumer expectations and investor demand for responsible investments. Sustainability experts are increasingly sought after to lead impactful change by reducing environmental impact, ensuring regulatory compliance, and fostering ethical business practices across diverse industries. These professionals play a critical role in designing and coordinating sustainable strategies within organizations of all sizes, embedding sustainability principles into their operations and culture. They actively engage, educate, and motivate stakeholders—ranging from employees to suppliers—to integrate sustainability into the broader business ecosystem.

Regions like the United States and Europe are at the forefront of this shift, setting benchmarks with ambitious sustainability policies and corporate initiatives. Meanwhile, the Middle East and Asia are rapidly advancing, particularly in renewable energy and sustainability-driven roles, showcasing the global reach of this movement. Across these regions, a variety of roles have emerged, catering to both generalists and specialists. Generalists often oversee comprehensive sustainability programs, while specialists focus on areas like carbon footprint analysis, renewable energy implementation, circular economy strategies, and ESG compliance.

These professionals are not only transforming organizations but also contributing to societal change by addressing pressing challenges such as climate change, resource scarcity, and social equity. The sustainability job market reflects a growing recognition that businesses must operate responsibly, aligning profitability with positive environmental and social impact. As this trend accelerates, the demand for skilled sustainability professionals will continue to rise, underscoring their pivotal role in building a more sustainable future.

### Study Objectives

The primary objective of this study is to provide a detailed analysis of salary trends and hiring patterns in sustainability and ESG roles. This includes identifying emerging roles, assessing salary levels across different regions and industries, and exploring the hard and soft skills required for success in these roles. Additionally, the report aims to provide actionable insights for companies and professionals navigating the dynamic sustainability landscape.

### Approach and Methodology

The 2024 Sustainability and ESG Recruitment Market: Insights, Trends, Key Roles, and Salaries Report has been meticulously crafted by EnableGreen, a leading recruitment firm specializing in sustainability, ESG, renewable energy, and cleantech sectors. This report represents the culmination of extensive market research, combining data derived from in-depth consultations with our global network of clients and candidates alongside our vast expertise in the sustainability job market.

Through a comprehensive analysis, this report provides a detailed examination of the latest market trends, hiring patterns, and salary benchmarks across key regions, including the United States, Europe, the United Kingdom, the Middle East, and Asia. It highlights the emerging demand for professionals in critical fields such as sustainability, ESG, renewable energy, and climate change, offering a granular view of the roles shaping the industry.

In a market where the demand for sustainability and ESG professionals is growing rapidly, this report serves as an invaluable resource for both businesses and candidates. Companies can leverage these insights to refine their recruitment strategies and attract top talent, while professionals gain a deeper understanding of the opportunities and requirements to thrive in these dynamic sectors.

With its robust data and actionable insights, EnableGreen's 2024 Sustainability and ESG Recruitment Market Report offers a roadmap for navigating the evolving landscape of sustainability and ESG careers, ensuring businesses and professionals are well-prepared to meet the challenges and opportunities of the future.

*“The sustainability job market is experiencing significant growth, driven by stricter regulations, corporate net-zero commitments, and heightened investor demand for responsible investments.”—*

**IRENA**



## 2024 JOB MARKET TRENDS

Market Trends for Sustainability Recruitment, ESG  
and Renewable Energy Jobs.

## Market Trends for Sustainability, ESG and Renewable Energy Recruitments

The global demand for sustainability and ESG professionals is growing rapidly due to increasing regulatory pressures, corporate commitments to net-zero goals, and heightened consumer and investor expectations. According to KEY ESG (source 50 ESG statistics you need to know in 2024), by the year 2026, it is expected that climate-related weather events will cost suppliers a staggering \$1.3 trillion. Under this pressures, Companies across industries are embedding sustainability into their business models and recognising the need for specialised professionals to drive these initiatives.

In 2024, the sustainability recruitment landscape has seen a notable shift, driven by heightened scrutiny of greenwashing claims targeting large corporations. This has led to increased demand for professionals specializing in regulatory compliance and ESG reporting. At the same time, the resurgence of "greenhushing," where companies understate their sustainability efforts to avoid scrutiny, highlights ongoing challenges in adapting to complex regulatory demands. However, as businesses increasingly embrace sustainability and gain a clearer understanding of these frameworks, this trend is expected to fade, fostering more transparent and impactful sustainability strategies.

On the regulatory side, the European Union's Corporate Sustainability Reporting Directive (CSRD) introduced a phased approach, giving companies additional time to align their practices with the demanding ESG reporting requirements. This adjustment reflects regulators' recognition of the need for businesses to adapt at a manageable pace. While this flexibility accommodates corporate readiness, it underscores the balance regulators must strike between enforcing accountability and enabling effective compliance. Ultimately, these temporary setbacks are not expected to undermine the broader push for greater sustainability transparency and impact.

Below, we explore the market trends for key sustainability, ESG, and renewable energy roles across regions.

**In 2024, 90% of S&P 500 companies release ESG reports.**

Source: "2024 ESG Statistics: Insights for Business Leaders | KEY ESG")

*"The sustainability job market reflects a growing recognition that businesses must operate responsibly, aligning profitability with positive environmental and social impact. "*

**EnableGreen**

## 1. Roles and missions of sustainability experts

The mission of sustainability experts is to drive meaningful environmental, social, and governance (ESG) initiatives that align with a company's strategic objectives while contributing to global sustainability goals. These professionals are tasked with reducing environmental impact, ensuring compliance with regulations, and promoting ethical business practices across industries. They collaborate with cross-functional teams to integrate sustainability into every aspect of operations, from energy efficiency and waste reduction to sustainable supply chains and responsible investments. Sustainability experts also play a crucial role in helping organisations meet net-zero targets, foster innovation in green technologies, and ensure long-term corporate resilience in an evolving regulatory landscape. Their work extends beyond compliance, aiming to create sustainable value for all stakeholders, including employees, customers, investors, and the broader community.

### In Small Companies

Sustainability experts in small companies often wear multiple hats, overseeing environmental, social, and governance initiatives. Their role may include developing sustainability strategies, ensuring regulatory compliance, and leading sustainability reporting efforts. Due to the limited resources in smaller companies, these professionals must be adaptable, working across functions to integrate sustainable practices into the company's operations.

### In Large Groups

In larger organisations, sustainability experts are typically embedded within large corporate structures, often overseeing regional or global sustainability strategies. These professionals work on aligning sustainability goals with corporate strategy, overseeing carbon reduction initiatives, and ensuring the company adheres to global sustainability frameworks like GRI (Global Reporting Initiative) or CDP (Carbon Disclosure Project).

Functional sustainability experts may be embedded within specific teams in finance, risk, legal, or supply chain management. For example, in finance, sustainability professionals may focus on ESG compliance and reporting or sustainable investment strategies, while in supply chain teams, they ensure ethical sourcing and compliance with environmental regulations.

**These professionals play a critical role in designing and coordinating sustainable strategies within organizations of all sizes, embedding sustainability principles and reporting into their operations and culture.**

## 2. Challenges in sourcing sustainability professionals

Sourcing sustainability professionals has become a priority for organisations worldwide as they strive to meet environmental, social, and governance (ESG) goals. However, businesses face unique challenges in different regions due to varying market dynamics, regulatory environments, and talent availability.



In the United States, the demand for sustainability professionals has surged due to pressures from ESG compliance and climate change strategies. However, there is a skills gap, with many professionals lacking carbon management and energy efficiency expertise. Competition from high-paying industries like tech and finance, along with high salary expectations, also complicates hiring for smaller firms.

Europe leads globally in sustainability, driven by strict regulations like the European Green Deal. However, sourcing talent is challenging due to the complex regulatory environment, a shortage of specialised skills in areas like renewable energy and ESG analytics, and linguistic and cultural barriers across countries.

Rapid sustainability initiative growth has outpaced Asia's talent pipeline, especially China and India. The region struggles with limited education programs and lower salary levels compared to other regions, making it difficult to attract and retain top talent.

The Middle East is emerging as a sustainability hub, particularly in the UAE and Saudi Arabia. However, the region faces challenges such as reliance on expatriate talent and a lack of local expertise in renewable energy.

The financial sector's focus on sustainable finance in the UK drives a thriving but highly competitive sustainability job market. Increased regulatory pressure has created high professional demand, but talent retention remains a significant challenge as top experts frequently receive competitive offers.

Integrating senior sustainability professionals bring strategic insights and the ability to lead large-scale sustainability initiatives. Their integration into organisations is critical for driving corporate-wide sustainability goals. These leaders typically oversee cross-functional teams, manage ESG reporting, and engage with stakeholders, including regulators, investors, and the public. Their ability to align sustainability goals with business strategy is essential for meeting financial and environmental objectives. On the other hand, building a pool of new talents and retaining junior profiles, especially at the junior level, are major challenges. Many junior professionals seek career growth opportunities and can be attracted by higher salaries and more impactful roles elsewhere. Organizations must provide competitive compensation and clear career development pathways to retain top talent.



*“The skills gap in sustainability is real. It’s not just about finding the right technical expertise; it’s about fostering leadership that can drive sustainability at the core of the business.” –  
Head of Sustainability, Europe.”*

However, as highlighted in a May 2024 article from the New York Post, Generation Z workers often prioritize supportive, flexible, and inclusive workplaces over higher salaries. They place significant value on corporate values and sustainability in their career choices. To attract and retain these candidates, companies must offer a holistic career package that balances fair compensation with meaningful opportunities and a workplace culture that aligns with their values. More generally, Key ESG reveals in his report ‘50 ESG statistics you need to know in 2024’, that companies that excel in employee satisfaction often have ESG ratings that are 14% higher than the global average, likely due to their impressive environmental initiatives, emphasizing the importance of Corporate’s ESG commitments within the workforce.



**Emerging  
Sustainability  
Talents are at the  
forefront of  
transformational  
change**



### 3. Challenges in training sustainability professionals

Training sustainability professionals has become a pressing challenge as organisations, governments, and educational institutions strive to meet the increasing demand for expertise in environmental, social, and governance (ESG) practices. This challenge's **core is the fast-evolving landscape of sustainability standards and regulations**, such as the EU's Sustainable Finance Disclosure Regulation (SFDR), the Task Force on Climate-related Financial Disclosures (TCFD) and the Corporate Sustainability Reporting Directive (CSRD), and globally the International Sustainability Standards Board (ISSB) and Global Reporting Initiative (GRI). These frameworks require organisations to disclose their sustainability practices rigorously, meaning professionals must stay constantly updated on new policies and reporting frameworks. Adapting training programs to this dynamic environment is essential to equip sustainability professionals with the necessary tools to navigate these changes.

**Compounding the issue is the growing need for specialised skills, which adds another complexity to sustainability training.** Professionals must master various areas, from carbon accounting to sustainable finance. However, many enter the field without the required expertise for these technical roles. This is where targeted training programs come into play, offering industry-specific knowledge and technical skills.

The market for sustainability training courses is rapidly expanding, offering a diverse range of programs, including Leadership in Sustainability, ESG Strategy and Reporting, Sustainable Finance, Climate Risk and Carbon Management, Circular Economy and Product Design, Ethical Supply Chain Management, and Renewable Energy Management.

For example, institutions like INSEAD and the CFA Institute provide specialised courses in climate risk management and ESG investing, filling crucial gaps in knowledge and helping professionals develop expertise in specific areas of sustainability.

**However, simply training professionals is not enough—retaining them within organisations is equally important.** High turnover rates are a significant challenge for companies, especially when professionals seek career growth and the opportunity to apply their skills to drive meaningful change. Organisations must provide clear development pathways and continuous learning opportunities to retain sustainability talent. Moreover, companies must align their corporate strategies with genuine sustainability goals to prevent trained professionals from leaving for organisations prioritising ESG initiatives.

In addition to retention issues, another challenge lies in **developing regions, such as parts of Asia and Africa, where training infrastructures are still emerging.** In these areas, there is a need for more robust educational and vocational programs to build local capacity in sustainability practices. Without access to high-quality training institutions or resources, professionals may lack the knowledge to

**Training infrastructures are still emerging in different parts of the world**

implement sustainability strategies effectively. This often forces organisations operating in these regions to either invest heavily in training or rely on expatriate professionals with existing expertise.

Sustainability spans multiple fields, requiring a combination of knowledge in environmental science, economics, business management, and social impact. However, most training programs focus on a single aspect, failing to understand how these fields intersect comprehensively. Companies are thus encouraged to enrol their teams in continuous training programs that equip them with the necessary knowledge across various sustainability domains. Professionals typically start with general sustainability training before advancing to more specialized courses, enabling them to develop their expertise in specific areas. This continuous learning helps professionals stay up-to-date and expand their knowledge over time.

The rise of online courses has made sustainability training more accessible to professionals globally, particularly in emerging countries. These courses allow professionals to upskill on their own schedule and encourage individuals to further develop their skills outside of work hours, contributing to personal and career growth. By leveraging online education, sustainability professionals can engage in a broader range of topics and stay competitive in an increasingly demanding field.

"Salaries are rising, but professionals also want to see that their work aligns with genuine corporate commitments to sustainability." – Sustainability Director, United States.

## 4. Regional job market trends

### 1. United States: high demand, high compensation

The United States remains a global leader in sustainability and ESG, driven by ambitious corporate commitments to environmental goals, increasing regulatory demands, and the financial sector's growing focus on responsible investment. The country's push towards net-zero and clean energy, alongside policies such as the **Inflation Reduction Act**, continues to create high demand for ESG professionals across various industries. The ESG market is projected to exceed \$40 trillion, achieving an impressive 15% annual growth since 2019. Job opportunities are rapidly increasing, with a remarkable 50% surge in job postings over the past year alone. ESG roles are both plentiful and highly rewarding, with ESG analysts earning median salaries ranging from \$70,000 to \$100,000, while senior-level professionals can command salaries exceeding \$150,000.

#### Key trends

- ▶ **High Demand for ESG Compliance and Reporting:** With growing investor demand and regulatory pressure from the Securities and Exchange Commission (SEC), the need for ESG reporting, compliance, and risk management professionals are in high demand, particularly within large corporations and financial institutions. Companies are increasingly hiring ESG professionals to ensure compliance and accurately report on sustainability performance. Companies like Microsoft and Apple have ambitious sustainability goals and are leading the charge in reducing carbon footprints.
- ▶ **Strong compensation for leadership roles:** The U.S. market offers some of the highest salaries globally for senior roles such as Heads of Sustainability or ESG Directors, reflecting the growing strategic importance of sustainability within companies.
- ▶ **Renewable Energy Growth:** The U.S. is seeing a boom in renewable energy, driven by federal incentives and state-level renewable portfolio standards. This is leading to a significant increase in demand for renewable energy engineers, sustainability managers, and project managers working on solar, wind, and energy storage projects. Companies like Tesla and NextEra Energy are pushing forward solar, wind, and energy storage innovations. This growth is creating numerous job opportunities for engineers and sustainability experts.
- ▶ **Sustainable Finance:** U.S.-based financial institutions rapidly integrate ESG factors into their investment strategies, creating a strong demand for professionals skilled in sustainable finance, green bonds, and impact investing. U.S. financial giants like Goldman Sachs and JPMorgan Chase are increasingly investing in sustainable finance, leading to a sharp rise in demand for ESG professionals with financial expertise. Incorporating ESG factors into investment decisions is now standard practice in the U.S. financial industry.

**The complexity of ESG regulations has led to the creation of new positions like ESG Controller, now employed by over half of Fortune 100 companies.**

Source: 2024 State of the Sustainability Profession in the US, Trellis

## Key companies hiring

- Tesla
- Apple
- Microsoft
- Google
- Goldman Sachs
- JPMorgan Chase
- NextEra Energy

## US Market Trends- Deep Dive

The 2024 State of the Sustainability Profession in the US, published by Trellis (Ex-Greenbiz) in October 2024, highlights significant shifts in the sustainability job market, including the growing trend of in-house sustainability roles and the emergence of new positions like the ESG controller.

### Shift from consultants to in-house teams

In 2024, only 14% of companies hired external consultants for ESG reporting, compared to heavy reliance in 2022. Instead, 67% added full-time staff to manage ESG data collection and reporting systems.

### New roles emerging

The complexity of ESG regulations has led to the creation of new positions like ESG Controller, now employed by over half of Fortune 100 companies.

### Cross-departmental integration

Companies are embedding sustainability roles in finance and legal departments, with sustainability roles in finance up by 11 percentage points and legal up by 14 percentage points.

### Increased seniority

More sustainability executives report directly to CEOs, rising from 22% to 30%, especially in industries like construction and consumer goods.

### Board involvement

31% of companies brief their boards annually on sustainability risks, and 30% provide quarterly updates.

## Europe: Leading the way in sustainability and ESG

Europe remains at the forefront of sustainability and ESG, driven by stringent regulations, ambitious climate goals, and a strong commitment to renewable energy. The European Union's Green Deal and Sustainable Finance Disclosure Regulation (SFDR) and more generally the Corporate Sustainability Reporting Directive (CSRD) have created an environment where companies increasingly focus on sustainability initiatives, ESG integration, and decarbonization.

- **Germany** is a leader in wind and solar energy development, with companies focusing on renewable technology innovation and sustainability reporting.
- **France** is focusing on nuclear energy and sustainable transportation, and major corporations are making heavy investments in ESG initiatives.
- **Spain** is seeing rapid growth in wind and solar power, contributing to a strong demand for renewable energy engineers and project managers.

### Key trends

- ▶ **Stringent ESG Regulations:** Europe has some of the most robust ESG regulations globally, including the SFDR which requires financial institutions to disclose how they integrate sustainability risks and CSRD designed to improve companies' sustainability reporting and ensure greater transparency in their environmental, social, and governance (ESG) practices.
- ▶ **Decarbonization and Renewable Energy:** Europe's focus on decarbonization and achieving net-zero emissions through the green deal, has created significant demand for roles in renewable energy, from wind and solar engineers to policy experts.
- ▶ **Sustainable Finance Leadership:** Europe is leading in sustainable finance, with increasing demand for ESG specialists in asset management, corporate finance, and impact investing.

### Key companies hiring

- Unilever
- Siemens Gamesa
- Schneider Electric
- BNP Paribas
- TotalEnergies

Europe continues to push the boundaries of sustainability and ESG, offering a vibrant job market for professionals in renewable energy,

**Europe continue to push the boundaries of sustainability and ESG, offering a vibrant job market for professionals in renewable energy, sustainable finance, and corporate responsibility.**

sustainable finance, and corporate responsibility. The region's regulatory landscape and ambitious climate goals make it an exciting hub for talent looking to drive meaningful environmental and social impact.

## 2. United Kingdom: A growing sustainability hub

The UK is solidifying its position as a leader in sustainability and ESG, driven by the government's commitment to achieving net-zero emissions and London's status as a global financial hub for sustainable finance.

### Key trends

- ▶ **Sustainable Finance:** London continues to play a pivotal role in global finance, and the demand for ESG analysts, sustainable finance specialists, and professionals with expertise in green investments is on the rise. The UK is a key player in issuing green bonds and impact investing.
- ▶ **Renewable Energy and Decarbonization:** The UK government's strong focus on renewable energy and its commitment to decarbonization are driving demand for professionals in clean energy technology. Roles such as renewable energy engineers, sustainability managers, and project managers are in high demand as the UK accelerates its transition to a low-carbon economy.

### Key companies hiring

- BP
- Unilever
- HSBC
- Barclays
- Shell

The combination of strong regulatory frameworks and a vibrant financial sector is making the UK a prime location for sustainability and ESG professionals, particularly in areas related to sustainable finance and renewable energy.

## 3. Middle East: Emerging market with competitive salaries

The Middle East is quickly emerging as a key player in the global sustainability landscape, driven by ambitious national visions such as Saudi Arabia's Vision 2030 and the UAE's focus on renewable energy and sustainable development. Governments and businesses across the region

**The UK is solidifying its position as a leader in sustainability and ESG.**



are committing to large-scale investments in clean energy, carbon capture technologies and ESG-driven initiatives to diversify their economies and reduce their reliance on fossil fuels.

## Key trends

- ▶ **Government-driven sustainability initiatives:** Major government-led projects, such as Saudi Arabia's Vision 2030 and the UAE's renewable energy investments, are driving demand for sustainability and ESG professionals across the region.
- ▶ **Focus on Renewable Energy:** Major investments in solar, wind, and hydrogen energy are driving demand for professionals with expertise in clean energy technologies, such as renewable energy engineers and project managers.
- ▶ **Increasing Emphasis on ESG:** Governments and corporations are prioritising ESG frameworks to align with global sustainability standards. This has led to rising demand for ESG analysts and specialists who can help integrate sustainability into corporate strategies and infrastructure projects.
- ▶ **Sustainable Infrastructure:** The region is focusing heavily on developing sustainable urban infrastructure, with projects like NEOM and Masdar City creating opportunities for professionals skilled in sustainability management and green building technologies.
- ▶ **High compensation packages:** Due to the nascent nature of the sustainability sector in the Middle East, professionals can command higher salaries, particularly in leadership roles and niche areas like renewable energy and sustainable infrastructure.

## Key companies hiring

- Masdar
- Saudi Aramco
- Emirates Group
- ACWA Power
- Qatar Petroleum
- NEOM

### 4. Asia: A Rapidly growing market for sustainability and ESG

The sustainability and ESG landscape in Asia, particularly in countries like India, China, and Australia, is evolving rapidly. Governments in these regions are increasingly focusing on renewable energy, decarbonization, and sustainable finance, spurring growth in sustainability roles. Asia's

**Middle East:  
Governments and  
businesses across  
the region are  
committing to large-  
scale investments in  
clean energy,  
carbon capture tech  
and ESG initiatives.**

major economies are aligning their strategies with global climate goals while addressing unique regional challenges such as energy security, pollution, and resource management.

## Key trends

- ▶ **Focus on Renewable Energy and Decarbonization:** India and China are among the largest producers and consumers of renewable energy, driven by their ambitious solar, wind, and hydropower projects. China is dominating renewable energy investments, particularly in solar and wind energy, Australia, too, is accelerating its renewable energy push, with a focus on large-scale solar and wind projects. As a result, demand for renewable energy professionals, including engineers, project managers, and sustainability specialists, is on the rise.
- ▶ **Sustainable Finance Growing in Importance:** China and India are increasingly integrating sustainable finance into their economic strategies, with a growing emphasis on green bonds and ESG-focused investments. Australia is also aligning its financial sector with global sustainability standards, increasing the need for ESG analysts and specialists with expertise in sustainable finance across the region.
- ▶ **Corporate Sustainability Initiatives:** In China and India, both governments and international stakeholders are pressuring large corporations to adopt sustainability reporting and improve their environmental footprints, leading to greater demand for ESG directors, analysts, and sustainability managers. In Japan and South Korea, the focus is on integrating ESG into their operations, there is growing demand for ESG analysts, sustainability managers, and CSR professionals.

**China is globally at the forefront of the renewable energy sector, excelling in both the production and deployment of large-scale green energy technologies.**

## Key companies hiring

- India: Tata Power, Reliance Industries, HDFC Bank, Infosys
- China: China National Petroleum Corporation, Alibaba, BYD, State Grid Corporation of China
- Australia: AGL Energy, Macquarie Group, Origin Energy, BHP

## Regional outlook

- India: India's solar energy market is one of the fastest growing in the world. The government's ambitious plans to meet net-zero emissions by 2070 are creating a huge demand for professionals in renewable energy and sustainability management. Additionally, India's financial

sector is incorporating ESG principles into lending and investment practices, increasing the need for ESG specialists.

- China: China remains a global leader in renewable energy production, particularly in solar and wind power. The country's commitment to carbon neutrality by 2060 is driving a major demand for sustainability experts, especially in industries like manufacturing, energy, and technology.
- Australia: Australia is rapidly shifting towards renewable energy sources, with solar and wind energy projects growing across the country. The country's focus on sustainable agriculture and decarbonization of its mining sector is also creating a demand for professionals with expertise in both sustainability and energy transition.
- Asia's booming sustainability market is being shaped by the need for large-scale renewable energy projects, the growth of sustainable finance, and corporate responsibility initiatives. This regional trend is leading to a surge in hiring for roles that blend technical expertise in clean energy with knowledge of ESG and sustainability frameworks.

## 5. Top sectors recruiting sustainability talent in 2024

The push for sustainability is no longer a trend—it's a necessity. Companies across the globe are embedding environmental, social, and governance (ESG) principles into their operations, not only to meet regulatory requirements but also to drive long-term business success. As sustainability becomes central to corporate strategy, demand for skilled professionals in this field is surging. From renewable energy to finance, various industries are actively hiring sustainability talent. In this article, we explore the key sectors leading the charge in sustainability hiring.

### 1. Renewable Energy

#### Overview

The renewable energy sector is a frontrunner in sustainability hiring, driven by the global shift towards clean energy, technological advancement, policy support and investments towards the energy transition. Governments and corporations are investing heavily in renewable technologies such as solar, wind, and hydropower to reduce carbon emissions and combat climate change. According to IRENA 2024 report, the global renewable energy capacity stood at 3.8 terawatts in 2023, more than triple the capacity in 2010. Nevertheless, forecasts show this figure will need to triple again by 2030, for a chance to limit global warming to 1.5 degrees Celsius above pre-industrial levels. Likewise, other clean energy technologies – such as electric vehicles, carbon capture and storage (CCS), and battery storage – are also expected to grow significantly in the coming years. Overall, investments in energy transition technologies surpassed 1.7 trillion U.S. dollars in 2023, growing 17 percent year-over-year. According to IRENA, The renewable energy sector has experienced significant growth in employment from 2015 to 2024. In 2015, global renewable energy employment was estimated at approximately 8.1 million jobs. By 2024, this number had increased to 16.2 million jobs, reflecting a doubling of the workforce over the nine-year period.

#### Roles in demand

- Renewable Energy Engineers: Designing and implementing solar, wind, hydropower, and other renewable energy sources systems.
- Project Managers: Leading small to large-scale renewable energy projects from conception to completion.
- Energy Analysts: Evaluating energy yield and energy efficiency and identifying areas for improvement.
- Environmental analysts: Assessing environmental data, conducting impact assessments, and providing recommendations to help renewable energy projects and assets comply with environmental regulations and improve sustainability practices

**The renewable energy sector is a frontrunner in sustainability hiring, driven by the global shift towards clean energy.**

## Key skills

- Technical expertise in renewable energy technologies.
- Project management and stakeholder engagement.
- Knowledge of energy regulations and sustainability frameworks.

## Key employers

- Global: NextEra Energy, Ørsted, Enel Green Power.
- United States: Tesla, First Solar.
- United Kingdom: SSE, ScottishPower.
- Middle East: Masdar, ACWA Power.

## 2. Finance and Investment

### Overview

As investors place more emphasis on ESG performance, the finance and investment sector is increasingly hiring sustainability talent. The sustainable finance and impact investing sector has experienced significant growth between 2015 and 2024, leading to a substantial increase in recruitment for related roles.

According to UNCTAD, in 2023, the value of sustainable investment products, including bonds and funds, surpassed \$7 trillion, marking a 20% increase from 2022. This expansion has driven demand for professionals skilled in sustainable finance, ESG analysis, and related fields. The Global Impact Investing Network (GIIN) estimated that over 3,907 organizations managed \$1.571 trillion in impact investing assets under management (AUM) worldwide in 2024, representing a 21% compound annual growth rate (CAGR) since 2019. According to Key ESG, ESG considerations are considered by 89% of investors when making investment decisions, and Europe leads in the ESG investment market with 83% of all ESG assets, while investors in North America tend to be more cautious about ESG-focused investments.

This rapid growth has led to increased recruitment for roles such as impact investment analysts, portfolio managers, and ESG consultants. Sustainable finance professionals are crucial for evaluating investments that align with environmental and social goals while maintaining strong financial returns. While Europe and North America have traditionally led in sustainable finance recruitment, regions like Asia and the Middle East are experiencing accelerated growth, particularly in renewable energy and sustainability-driven roles.

### Roles in demand

- ESG Analysts: Analysing companies' sustainability performance and providing investment recommendations.
- Sustainable Finance Managers: Managing green bonds, impact investing, and other sustainability-linked financial products.
- Corporate Governance Specialists: Ensuring that companies comply with ESG regulations and standards.

**"89% of investors consider ESG considerations when making investment decisions."**

Source: "2024 ESG Statistics: Insights for Business Leaders | KEY ESG")

## Key skills

- Financial analysis with an emphasis on sustainability metrics.
- Knowledge of global ESG frameworks (e.g., GRI, SASB, TCFD).
- Strong understanding of corporate governance and regulatory compliance.

There is a growing emphasis on specialized education and certifications in sustainable finance and impact investing, reflecting the need for professionals equipped to handle complex ESG considerations

## Key employers

- Global: BlackRock, Goldman Sachs, HSBC.
- United States: JPMorgan Chase, Morgan Stanley.
- United Kingdom: Barclays, Standard Chartered, Citi.
- Asia: DBS Bank, Mitsubishi UFJ Financial Group.

## 3. Technology and Data Management

### Overview

While in 2015, the technology sector had limited dedicated sustainability positions, often integrating these responsibilities into broader corporate social responsibility (CSR) roles. In 2024, the technology sector becomes a major player in the push for sustainability, with tech companies setting ambitious net-zero goals and investing in clean energy for their operations and by developing tools and systems that help organisations track their environmental impact.. These companies are hiring sustainability talent to optimize energy use, improve supply chain transparency, and develop sustainable products. Tech companies are also focusing on sustainable data centers, energy-efficient hardware, and smart grids that reduce overall emissions. The introduction of frameworks such as the European Union's Corporate Sustainability Reporting Directive (CSRD) has mandated more comprehensive ESG disclosures, prompting technology companies to enhance their sustainability reporting capabilities. This regulatory pressure has led to a higher demand for skilled professionals. Companies seeking expertise in data analytics, regulatory compliance, and sustainable product development.

### Roles in demand

- Sustainability Program Managers: Leading sustainability initiatives within tech firms.
- Sustainable Product Developers: Creating eco-friendly technology products and solutions.
- Supply Chain Analysts: Ensuring that the tech supply chain is environmentally responsible.

## Key skills

- Experience with lifecycle assessments and carbon footprint reduction.
- Knowledge of sustainable product design and manufacturing.
- Expertise in supply chain sustainability and ethical sourcing.

## Key employers

- Global: Google, Microsoft, Apple.
- United States: Amazon, Tesla.
- United Kingdom: ARM, BT Group.
- Asia: Alibaba, Samsung Electronics.

## 4. Construction and Real Estate

### Overview

In 2015, sustainability roles in construction and real estate were relatively niche, often limited to compliance and environmental impact assessments. By 2024, there has been a marked increase in dedicated sustainability and ESG positions, including Sustainability Managers, ESG Analysts, and Chief Sustainability Officers. This surge is driven by stricter regulations, with the introduction of new policies such as the European Union's Corporate Sustainability Reporting Directive (CSRD) or in the United States, with the SEC climate-related disclosures in addition to investor expectations, and a broader societal push towards sustainable development. The construction and real estate sectors are key areas of focus for sustainability efforts, particularly in reducing emissions from buildings and infrastructure. Companies are hiring sustainability professionals to ensure that new construction projects meet green building standards and that existing properties become more energy-efficient. A 2024 report by Deloitte highlights that real estate firms are increasingly prioritizing ESG factors in investment decisions, leading to a higher demand for professionals skilled in sustainability reporting and green building certifications.

### Roles in demand

- Sustainability Managers: Overseeing green building initiatives and energy efficiency programs.
- LEED and BREEAM Consultants: Helping projects achieve certifications under recognized green building standards.
- Energy Efficiency Specialists: Reducing energy consumption in buildings through retrofits and innovative technologies.

## Key skills

- Knowledge of green building certifications (e.g., LEED, BREEAM).
- Expertise in energy efficiency and sustainable construction practices.
- Project management and stakeholder collaboration skills.

**Companies are hiring sustainability professionals to ensure that new construction projects meet green building standards and that existing properties become more energy-efficient**

- Proficiency in ESG reporting frameworks like GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board).
- Blend of environmental science knowledge and financial acumen

### Key employers

- Global: Skanska, Lendlease, Bouygues.
- United States: Turner Construction, Hines.
- United Kingdom: British Land, The Crown Estate.
- Middle East: Emaar Properties, Aldar.

## 5. Transport

### Overview

In 2015, sustainability roles in the transport industry were largely focused on regulatory compliance, emissions tracking, and fuel efficiency programs. These positions were primarily technical and reactive, aimed at meeting minimum environmental standards. By 2024, there has been a significant expansion in dedicated sustainability and ESG positions, including roles such as Sustainability Managers, ESG Analysts, and Carbon Strategists. This growth has been fueled by stringent regulations, such as the European Union's Fit for 55 initiatives to reduce greenhouse gas emissions by 55% by 2030, and the increasing adoption of corporate net-zero commitments. Societal pressure and investors focus on decarbonization have further accelerated demand for sustainability experts in the transportation sector.

The transport industry is a critical focus area for sustainability efforts, as it accounts for a substantial portion of global carbon emissions. Companies are increasingly hiring professionals to help design sustainable mobility solutions, transition to renewable energy sources, and ensure compliance with evolving ESG standards. This shift also includes a push toward electrification, the adoption of alternative fuels, and the implementation of circular economy practices in vehicle production and logistics.

### Roles in demand

- Sustainability Managers: Leading decarbonization strategies, electric vehicle (EV) adoption, and carbon offset programs.
- EV Infrastructure Planners: Developing charging station networks and enabling widespread EV adoption.
- Carbon Emissions Analysts: Monitoring, reporting, and strategizing emission reductions.

### Key skills

- Understanding of alternative fuels (e.g., hydrogen, biofuels) and EV technologies.

**"A substantial 83% of consumers believe companies should actively shape ESG best practices."**

Source: "2024 ESG Statistics: Insights for Business Leaders | KEY ESG"



- Proficiency in carbon accounting and ESG reporting frameworks.
- Expertise in supply chain sustainability and lifecycle assessments for transport systems.

### Key employers

- Global: Siemens Mobility, Alstom, Maersk.
- United States: Tesla, Union Pacific, Delta Airlines.
- United Kingdom: Network Rail, British Airways, Stagecoach Group.
- Middle East: Etihad Airways, DP World, Aramex.

## 6. Consumer Goods and Retail

### Overview

The consumer goods and retail sector has seen increasing pressure to adopt sustainable practices due to growing consumer demand for eco-friendly products and ethical sourcing, regulatory pressure and investors expectations.. Sustainability professionals in this sector are tasked with transforming supply chains, reducing waste, and minimizing the environmental impact of production. A 2024 survey by Bain & Company revealed that consumers are increasingly prioritizing sustainable products, compelling companies to enhance their ESG efforts. In fact, KEY ESG, in his report 50 ESG statistics you need to know in 2024, reveals that a substantial 83% of consumers believe companies should actively shape ESG best practices. According to Statista, Stricter regulations, such as the European Union’s Corporate Sustainability Reporting Directive (CSRD), have mandated comprehensive sustainability reporting, necessitating specialized roles to ensure compliance.

### Roles in demand

- Sustainability Directors: Leading sustainability efforts across product development, packaging, and supply chain operations.
- Circular Economy Specialists: Implementing strategies to reduce waste and promote the reuse and recycling of materials.
- Sustainable Packaging Engineers: Designing eco-friendly packaging solutions.

### Key skills

- Experience with sustainable sourcing and ethical supply chains.
- Knowledge of the circular economy and waste reduction strategies.
- Expertise in sustainable product design and packaging.

### Key employers

- Global: Unilever, Procter & Gamble, Nestlé.
- United States: Nike, Patagonia.
- United Kingdom: Marks & Spencer, Tesco.

**"A notable 88% of consumers demonstrate increased loyalty to businesses that advocate for social or environmental issues."**

Source: "2024 ESG Statistics: Insights for Business Leaders | KEY ESG"

- Asia: Tata Consumer Products, Alibaba.

## 7. Healthcare and Pharmaceuticals

### Overview

The healthcare and pharmaceutical sectors are increasingly focused on sustainability, not only to reduce their environmental impact but also to improve public health outcomes. From reducing waste in medical facilities to creating sustainable pharmaceutical products, this sector needs professionals who can drive change.

### Roles in demand

- Sustainability Consultants: Advising on sustainable healthcare practices and waste management.
- Environmental Health and Safety Managers: Ensuring that healthcare operations comply with environmental regulations.
- Sustainable Product Developers: Developing eco-friendly medical devices and pharmaceutical products.

### Key skills

- Understanding of environmental regulations and public health policies.
- Experience in waste management and reducing emissions in healthcare settings.
- Expertise in sustainable product design for medical devices.

### Key employers

- Global: Johnson & Johnson, Pfizer, Novartis.
- United States: Abbott Laboratories, Medtronic.
- United Kingdom: GlaxoSmithKline, AstraZeneca.
- Asia: Takeda Pharmaceuticals, Cipla.

## 8. Government and Non-Governmental Organisations (NGOs)

### Overview

Governments and NGOs are essential players in the sustainability movement, often setting the regulatory frameworks and pushing forward initiatives that drive sustainability in other sectors. These organisations hire sustainability experts to develop and implement policies that address climate change, resource management, and environmental protection.

### Roles in demand

- Sustainability Policy Advisors: Developing and advising on sustainability policies and regulations.

- Climate Change Analysts: Researching the impacts of climate change and providing data-driven recommendations.
- Program Managers: Leading sustainability initiatives in local and international communities.

### Key skills

- Expertise in public policy and environmental regulations.
- Strong analytical and research skills for climate change and sustainability data.
- Project management and international collaboration experience.

### Key employers

- Global: United Nations, World Wildlife Fund (WWF), Greenpeace.
- United States: Environmental Protection Agency (EPA), Natural Resources Defense Council (NRDC).
- United Kingdom: Department for Environment, Food & Rural Affairs (DEFRA), Friends of the Earth.
- Asia: World Resources Institute (WRI), Asia-Pacific Economic Cooperation (APEC).

## 6. Key factors influencing salaries

Several factors affect the salary levels of sustainability and ESG professionals across regions.

### Industry Sector

---

Professionals in sectors like renewable energy, finance, and technology generally command higher salaries due to the demand for specialised skills.

### Experience and Seniority

---

Seniority significantly impacts compensation, with leadership roles such as CSO, Head of Sustainability or ESG Director earning the highest salaries.

### Location

---

Salary ranges vary based on the cost of living and market demand in each region. Professionals in the U.S. and the Middle East typically earn higher salaries compared to those in Europe or Asia.

### Educational Background

---

Advanced degrees in sustainability, environmental science, or related fields, as well as certifications like LEED, GRI, or SASB, can increase earning potential.



## 2024 - KEY JOBS IN THE MARKET

Sustainability Recruitment, ESG and Renewable  
Energy Jobs– Trends, Skills and Salaries.

# 16 Key Sustainability & ESG Jobs in 2024 – Trends, Skills and Salaries

## Overview of key Roles in Sustainability and ESG

In this chapter, we explore the market trends, mission, skills, and salaries for 16 key roles, which are among the most sought-after in the sustainability and ESG job market:

**A variety of roles have emerged catering to both ESG generalists and specialists**

- Chief Sustainability Officer (CSO)
- Head of Sustainability
- Corporate Social Responsibility (CSR) Manager
- ESG Director
- ESG Reporting and Compliance Analyst
- ESG Analyst
- Sustainability Manager
- Sustainable Finance Manager
- Responsible Investment Manager
- Climate Change Analyst
- Sustainability Consultant
- Renewable Energy Project Manager
- Renewable Energy Engineer
- ESG Supply chain and Ethical Trade Manager
- Circular Economy Manager
- Carbon Credit, Trading and Offset Analyst

### 1. Chief Sustainability Officer (CSO)



#### Market trends

The role of a CSO (Chief Sustainability Officer) Manager is becoming increasingly critical as companies aim to integrate sustainability into their core operations and strategy. The CSO Manager works closely with executive leadership to implement sustainability programs, track environmental impact, and ensure that the company meets its ESG (Environmental, Social, and Governance) goals. This role also requires

collaboration with key stakeholders to promote corporate responsibility, compliance with environmental regulations, and the execution of climate change mitigation efforts. Once considered a peripheral role focused on PR, the CSO is now seen as indispensable in embedding sustainability into the core of an organization's strategy. The CSO role is evolving to a strategist or transformative change agent shaping the future direction of the company, driving innovation and value creation. Data from CSO Futures indicates that over 66% of CSOs appointed in Q4 2023 now report directly to their company's CEO, highlighting the growing influence of this role. However, PwC discovered that many CSOs do not have adequate access to the Board limiting their ability to influence and drive the sustainability transformation effectively. We anticipate this will change in the near future as boards gradually become more educated and aware of the critical role sustainability plays in business survival, competitiveness, and long-term investment value.



### Key responsibilities

- Driving the organization's sustainability vision and initiatives across all departments.
- Developing and overseeing sustainability strategies aligned with corporate goals.
- Ensuring the company complies with environmental regulations and global sustainability frameworks.
- Managing sustainability reporting and measuring performance against key sustainability metrics.
- Collaborating with cross-functional teams to integrate sustainability into business practices.

### Salaries by region

- United States: \$140,000 – \$280,000
- Europe: €110,000 – €220,000
- United Kingdom: £90,000 – £170,000
- Middle East: \$160,000 – \$290,000
- Asia: \$115,000 – \$240,000

### Years of experience

Typically, requires **8–12 years** of experience in sustainability, ESG, or related fields.

#### > Soft Skills

- Leadership & Influence: Leading cross-functional teams and driving sustainability initiatives with internal and external stakeholders.
- Communication & Advocacy: Clearly articulating sustainability goals and strategies to the executive team and the public.
- Strategic Problem-Solving: Aligning sustainability initiatives with business objectives and overcoming regulatory challenges.

#### > Hard Skills

- ESG Compliance & Reporting: Expertise in utilizing ESG reporting frameworks like GRI, SASB, and CDP.
- Carbon Footprint Reduction: Proven ability to implement strategies to track, reduce, and offset carbon emissions.
- Supply Chain Sustainability: Knowledge of sustainable supply chain management and procurement practices.
- Data Analytics: Using data analytics tools to track and report on sustainability metrics and performance indicators.

### Key companies hiring

- United States: Google, Johnson & Johnson, Coca-Cola, Amazon
- Europe: Danone, BASF, ING Group, Heineken
- United Kingdom: Unilever, BP, HSBC, National Grid
- Middle East: NEOM, Emirates NBD, ACWA Power, Saudi Aramco
- Asia: Samsung, Infosys, China National Offshore Oil Corporation, Adani Group



### Regional trends

- ▶ United States: The demand for Chief Sustainability Officers is booming across industries such as technology, energy, and consumer goods, as businesses aim to integrate sustainability into their core strategies. With increasing investor scrutiny on ESG (Environmental, Social, and Governance) factors, CSOs are pivotal in driving corporate transparency and implementing sustainable business models that align with stakeholder expectations and create value.



- ▶ Europe: European companies continue to lead in sustainability leadership, driven by robust regulatory frameworks like the European Green Deal and mandatory ESG reporting. CSOs are central to navigating these regulations, promoting circular economies, and meeting carbon neutrality targets. Industries such as manufacturing, retail, and finance are particularly focused on embedding sustainability into their long-term strategies.
- ▶ UK: In the UK, Chief Sustainability Officers are critical in industries like real estate, finance, and retail, where environmental and social impact are top priorities. With a strong push for net-zero commitments and corporate governance reforms, CSOs are tasked with integrating sustainability goals into overall business strategies while fostering innovation and accountability.
- ▶ Middle East: The Middle East is witnessing a growing emphasis on sustainability leadership, particularly within energy, construction, and hospitality sectors. National programs such as Saudi Vision 2030 and UAE's Net Zero 2050 pledge are creating significant opportunities for CSOs to shape sustainable policies and initiatives that drive economic diversification while reducing environmental impact.
- ▶ Asia-Pacific: Rapid industrialization and urbanization are fueling the need for sustainability leadership in Asia-Pacific. CSOs are increasingly sought in sectors like renewable energy, manufacturing, and technology to address climate change, resource scarcity, and community engagement. Countries like Japan, China, and India are making strides in integrating sustainability into corporate governance.

## 2. Head of Sustainability

### Market trends

The Head of Sustainability role remains a critical leadership position within organisations, particularly as businesses integrate sustainability into their operations and align with global ESG standards. The responsibilities of this role have evolved significantly, with a broader emphasis on ESG initiatives, climate change mitigation, and corporate responsibility. In addition to traditional environmental stewardship, Heads of Sustainability now oversee social and governance aspects, balancing compliance, corporate strategy, and stakeholder engagement.

### Key responsibilities

- Leadership: Drive sustainability initiatives across the organization, influencing various departments.

- Strategy Development: Design and implement comprehensive sustainability strategies aligned with corporate goals.
- Regulatory Compliance: Ensure the company complies with environmental regulations and ESG objectives.
- Sustainability Reporting: Oversee the tracking, measurement, and reporting of sustainability performance metrics.

### Salaries by region

- United States: \$150,000 – \$300,000
- Europe: €120,000 – €250,000
- United Kingdom: £100,000 – £180,000
- Middle East: \$170,000 – \$300,000
- Asia: \$120,000 – \$250,000

### Years of experience

Typically, requires **10–15 years** of experience, often in sustainability, environmental management, industries like energy, technology, or finance, can significantly increase earning potential.

#### > Soft Skills

- Leadership: Inspiring teams and collaborating across departments to meet sustainability goals.
- Strategic Thinking: Aligning sustainability initiatives with broader corporate objectives.
- Adaptability: Navigating evolving sustainability regulations and corporate priorities, ensuring the organization stays ahead of compliance needs.

#### > Hard Skills

- Carbon Accounting: Expertise in measuring, tracking, and reducing carbon footprints.
- Sustainability Reporting: Proficiency in sustainability frameworks such as GRI, SASB, and CDP.
- Environmental Compliance: In-depth knowledge of global and regional environmental regulations, including EU, US, and regional specific regulations.

## Key companies hiring

- United States: Tesla, Microsoft, Apple, Walmart
- Europe: Unilever, Schneider Electric, Volkswagen
- United Kingdom: BP, Shell, HSBC
- Middle East: Masdar, Saudi Aramco, ACWA Power



## Regional trends

- ▶ United States: The sustainability landscape in the US is increasingly shaped by federal and state-level environmental policies, such as the Inflation Reduction Act and growing investor pressure on corporate ESG disclosures. Heads of Sustainability in the US play a pivotal role in ensuring both regulatory compliance and maximizing the company's green energy investments and sustainability initiatives.
- ▶ Europe: The European Union continues to lead the way in sustainability regulations, with ambitious targets under the European Green Deal. Companies across Europe are focused on achieving carbon neutrality and building long-term sustainable business models, driving the demand for senior sustainability leadership.
- ▶ United Kingdom: With its commitment to reaching Net Zero by 2050, the UK is accelerating its renewable energy efforts, promoting sustainable finance and corporate responsibility. Heads of Sustainability are critical in driving these transformations, particularly within energy-intensive industries like oil, gas, and manufacturing.
- ▶ Middle East: The Middle East, particularly the Gulf Cooperation Council (GCC) countries, is heavily investing in renewable energy as part of national goals, including Saudi Vision 2030. Sustainability leadership roles are in high demand, particularly in large energy and infrastructure projects across the region.
- ▶ Asia: China and India are rapidly increasing their renewable energy capacity, with major investments in solar and wind energy projects. The Head of Sustainability role is pivotal in driving these initiatives, especially within industries focused on green energy and manufacturing

## 3. Corporate Social Responsibility (CSR) Manager



## Market trends

The role of the CSR Manager has gained significant importance as companies seek to align their operations with broader social, ethical, and environmental goals. The CSR Manager is responsible for ensuring that a company's business practices are sustainable, ethical, and beneficial to the community. Over the past few years, there has been a noticeable shift in the focus of this role from traditional corporate philanthropy to a more integrated approach, emphasizing sustainability, social equity, and governance. This trend is driven by rising consumer expectations, investor demands, and regulatory requirements for transparency in ESG practices.



### Key responsibilities

- Developing and overseeing corporate social responsibility programs and initiatives.
- Managing corporate philanthropy, community engagement, and sustainability projects.
- Ensuring alignment of CSR initiatives with the company's core values and business objectives.
- Monitoring and reporting on CSR performance, impact, and progress towards sustainability goals.
- Collaborating with internal and external stakeholders to promote social and environmental initiatives.

### Salaries by region

- United States: \$80,000 – \$135,000
- Europe: €70,000 – €120,000
- United Kingdom: £50,000 – £90,000
- Middle East: \$75,000 – \$140,000
- Asia: \$60,000 – \$110,000

### Years of experience

Typically, **5–10 years** of experience in corporate social responsibility, sustainability, or a related field.

### > Soft Skills

- Leadership: The ability to lead CSR initiatives and inspire others to engage in corporate responsibility.
- Communication: Strong interpersonal skills to engage with stakeholders and promote CSR initiatives both internally and externally.
- Collaboration: Working across departments, building partnerships with NGOs, and collaborating with community leaders to ensure program success.
- Empathy: Understanding the social impact of business decisions and promoting ethical practices.

### > Hard Skills

- CSR Reporting: Knowledge of reporting frameworks like GRI, CDP, and B-Corp certification.
- Project Management: Ability to design, implement, and track CSR programs effectively.
- ESG Compliance: Familiarity with global standards for environmental, social, and governance regulations.
- Sustainability Metrics: Measuring the effectiveness of CSR strategies using key performance indicators (KPIs).

### Key companies hiring

- US: Google, Procter & Gamble, Coca-Cola, IBM
- Europe: Danone, Siemens, L'Oréal, IKEA
- UK: Unilever, Marks & Spencer, BT Group, Diageo
- Middle East: Emirates Group, Saudi National Bank, DP World
- Asia: BYD, Tata Consultancy Services, Singapore Airlines, Infosys



### Regional trends

- ▶ United States: CSR Managers are highly sought after in industries such as technology, consumer goods, and finance, where social responsibility and sustainability are key to maintaining a positive brand image.
- ▶ Europe: European companies are at the forefront of CSR, driven by stricter regulations and societal expectations. The European Green Deal and corporate accountability standards are prompting organisations to strengthen their CSR programs.

- ▶ UK: In the UK, CSR roles are closely aligned with sustainability initiatives, especially within the retail and financial sectors. The country has seen significant efforts towards embedding responsible business practices in corporate culture.
- ▶ Middle East: CSR in the Middle East focuses heavily on community engagement and social development, in line with national visions like Saudi Vision 2030. Companies in energy, banking, and infrastructure are prioritizing CSR to enhance their social license to operate.

#### 4. Sustainability Manager



##### Market trends

Sustainability Managers are at the forefront of operationalizing sustainability strategies within companies. They ensure compliance with environmental regulations, set sustainability benchmarks, and coordinate cross-functional initiatives to reduce environmental impact. As organisations face growing pressure to meet net-zero goals, the demand for skilled Sustainability Managers continues to rise, especially in industries like energy, manufacturing, and finance.



##### Key responsibilities

- Developing and implementing sustainability programs that align with corporate objectives.
- Managing sustainability metrics and ensuring regulatory compliance.
- Collaborating across departments to integrate sustainability into various operations.
- Engaging with external stakeholders, including government bodies and non-profit organisations, to promote sustainability initiatives.

##### Salaries by region

- United States: \$85,000 – \$150,000
- Europe: €70,000 – €130,000
- United Kingdom: £55,000 – £95,000
- Middle East: \$85,000 – \$160,000
- Asia: \$70,000 – \$130,000

## Years of experience

Typically, Sustainability Managers have **5-8 years** of experience in sustainability, environmental management, or a related field.

### > Soft Skills

- Collaboration: Working across departments and with external stakeholders to integrate sustainability.
- Project Management: Effectively managing multiple sustainability initiatives, timelines, and teams.
- Communication: Articulating sustainability goals and achievements to internal teams and external partners.

### > Hard Skills

- Sustainability Reporting: Proficiency in reporting frameworks such as GRI, SASB, or CDP.
- Carbon Footprint Reduction: Expertise in tracking and minimizing the carbon emissions of a company's operations.
- Energy Efficiency & Waste Management: Familiarity with energy-saving technologies and waste reduction strategies.

## Key companies hiring

- United States: Amazon, Procter & Gamble, Tesla, Johnson & Johnson
- Europe: IKEA, Nestlé, Siemens, BMW
- United Kingdom: Marks & Spencer, BP, Unilever, Tesco
- Middle East: Emirates Group, Saudi Electricity Company, OQ Oman
- Asia: BYD, Reliance Power, Adani Green Energy, Panasonic



## Regional trends

- ▶ United States: Sustainability Managers are in high demand as companies transition toward net-zero goals and implement circular economy practices.
- ▶ Europe: The focus is on decarbonization and integrating renewable energy into operations, with companies increasingly relying on Sustainability Managers to guide them through sustainability certifications and regulatory compliance.

- ▶ United Kingdom: Sustainability Managers are driving initiatives around plastic reduction and carbon footprint minimization in line with national goals.
- ▶ Middle East: Governments and companies are aggressively investing in renewable energy and sustainable infrastructure, making Sustainability Managers key players in ensuring alignment with Vision 2030 and similar initiatives.
- ▶ Asia: As India and China lead the region's green energy revolution, there's a strong demand for Sustainability Managers to oversee solar and wind energy projects and promote environmental responsibility within manufacturing industries

## 5. Sustainability Finance Manager

### Market trends

The role of a Sustainable Finance Manager has become critical as businesses and financial institutions seek to align their investment strategies with environmental, social, and governance (ESG) goals. Sustainable finance managers play a pivotal role in integrating sustainability into financial decision-making, managing green investments, and ensuring compliance with ESG regulations. This position is rapidly expanding as companies move towards sustainable investment frameworks and climate-conscious financial strategies.

### Key responsibilities

- Developing and managing sustainable finance strategies, including green bonds and impact investments.
- Ensuring that investment portfolios align with ESG and sustainability targets.
- Collaborating with internal teams and external partners to develop sustainable investment products.
- Managing ESG reporting and compliance with regulatory frameworks, such as the EU's Sustainable Finance Disclosure Regulation (SFDR).
- Conducting financial analysis to assess the sustainability performance of investments.

### Salaries by region



- United States: \$120,000 – \$220,000
- Europe: €90,000 – €180,000
- United Kingdom: £80,000 – £150,000
- Middle East: \$130,000 – \$240,000
- Asia: \$100,000 – \$180,000

### Years of experience

Typically, **5–10 years** of experience in finance, with a strong focus on sustainability or ESG-related roles.

#### > Soft Skills

- Analytical Thinking: Ability to assess financial performance while factoring in sustainability metrics and ESG risks.
- Communication: Effectively communicating sustainability goals to investors, regulators, and stakeholders.
- Collaboration: Working across departments to align financial strategies with sustainability objectives.

#### > Hard Skills

- ESG Reporting & Compliance: Knowledge of reporting frameworks such as GRI, TCFD, and SASB.
- Green Investment Strategies: Expertise in developing and managing green bonds, impact funds, and socially responsible investment products.
- Financial Modelling: Proficiency in financial modelling and sustainability performance assessments.

### Key companies hiring

- US: BlackRock, JPMorgan Chase, Goldman Sachs
- Europe: BNP Paribas, Deutsche Bank, UBS
- UK: Barclays, Aviva, Legal & General
- Middle East: First Abu Dhabi Bank, Saudi National Bank, Emirates NBD
- Asia: DBS Bank, ICICI Bank, China Development Bank



## Regional trends

- ▶ United States: Driven by increasing regulatory pressures and investor demand for ESG-compliant portfolios, sustainable finance roles are expanding rapidly, especially in large asset management firms.
- ▶ Europe: The EU is leading in sustainable finance regulations, particularly with initiatives like the Green Deal and SFDR, creating high demand for skilled finance professionals.
- ▶ UK: London remains a hub for green finance, with many financial institutions launching sustainability-focused investment products.
- ▶ Middle East: Government-backed initiatives and sovereign wealth funds are increasingly focused on sustainable finance as part of their Vision 2030 strategies.
- ▶ Asia: Countries like China and India are ramping up sustainable finance efforts to support green infrastructure projects and meet climate targets

## 6. Responsible Investment Manager



### Market trends

The role of the Responsible Investment Manager is becoming increasingly crucial as companies and investment firms incorporate ESG (Environmental, Social, Governance) criteria into their decision-making processes. This role focuses on driving responsible investment strategies, ensuring that portfolios meet sustainability objectives, and aligning investments with corporate and environmental goals. As the demand for sustainable finance grows, Responsible Investment Managers play a pivotal role in ensuring investments not only generate financial returns but also create positive social and environmental impacts.



### Key responsibilities

- Developing and executing responsible investment strategies aligned with ESG goals.
- Analysing and assessing the environmental and social impact of investment portfolios.
- Ensuring compliance with ESG standards, frameworks, and regulatory requirements.

- Engaging with stakeholders, including portfolio companies, to promote responsible investment practices.
- Preparing reports on investment performance, aligned with ESG criteria.

### Salaries by region

- United States: \$120,000 – \$220,000
- Europe: €100,000 – €180,000
- United Kingdom: £80,000 – £160,000
- Middle East: \$130,000 – \$240,000
- Asia: \$100,000 – \$190,000

### Years of experience

Typically, **7–12 years** of experience in investment management or sustainability-related fields, with a focus on responsible investment strategies

#### > Soft Skills

- Analytical Thinking: Ability to assess the ESG impact of investments and identify risks and opportunities.
- Stakeholder Engagement: Strong communication skills for engaging with internal teams, portfolio companies, and external stakeholders.
- Ethical Judgment: A deep commitment to sustainability and responsible investing, with the ability to make balanced decisions.

#### > Hard Skills

- ESG Integration: Expertise in integrating ESG factors into investment analysis and decision-making.
- Sustainable Finance: Knowledge of sustainable financial instruments such as green bonds and impact investments.
- Financial Modelling: Strong proficiency in financial analysis, including assessing long-term risks and opportunities related to ESG factors.

### Key companies hiring

- US: BlackRock, Vanguard, Morgan Stanley, JPMorgan Chase

- Europe: BNP Paribas, AXA Investment Managers, Allianz Global Investors
- UK: Legal & General, Schroders, Aviva Investors
- Middle East: Mubadala, Abu Dhabi Investment Authority (ADIA), Qatar Investment Authority
- Asia: Temasek, Singapore's GIC, HDFC Asset Management



### Regional trends

- ▶ United States: With increasing pressure from both investors and regulators, ESG integration is now a must-have in the investment world. Large asset managers are actively hiring Responsible Investment Managers to meet both regulatory demands and market expectations.
- ▶ Europe: The EU's Sustainable Finance Disclosure Regulation (SFDR) has made responsible investment roles even more crucial. European asset managers are at the forefront of integrating ESG across all aspects of their investment strategies.
- ▶ UK: Post-Brexit, the UK is continuing to grow its sustainability efforts, with major financial institutions and pension funds increasingly embedding responsible investment strategies into their portfolios.
- ▶ Middle East: As part of their diversification efforts, sovereign wealth funds in the Middle East are increasingly focusing on responsible investments in renewable energy and sustainable infrastructure.
- ▶ Asia: With the growing emphasis on sustainable development, large Asian investment firms are beginning to incorporate ESG into their investment strategies, especially in regions like China, Japan, and Singapore.

## 7. ESG Director



### Market trends

The role of an ESG (Environmental, Social, and Governance) Director is becoming increasingly important as companies recognize the need to embed ESG principles into their core operations and strategies. An ESG Director is responsible for ensuring that a company's environmental, social, and governance practices align with investor expectations, regulatory requirements, and broader sustainability goals. With increasing global attention on responsible business practices, the ESG Director role is pivotal for driving sustainability-related initiatives and improving a company's ESG performance.



## Key responsibilities

- Leading and developing ESG strategies across the organization.
- Overseeing ESG risk management, reporting, and regulatory compliance.
- Collaborating with internal and external stakeholders to implement ESG initiatives.
- Monitoring ESG performance metrics and reporting outcomes to leadership and investors.
- Managing sustainability reporting and ensuring alignment with global ESG frameworks like GRI, SASB, and TCFD.

## Salaries by region

- United States: \$130,000 – \$240,000
- Europe: €100,000 – €200,000
- United Kingdom: £85,000 – £160,000
- Middle East: \$140,000 – \$250,000
- Asia: \$100,000 – \$200,000

## Years of experience

Typically, **7–12 years** of experience in ESG, sustainability, or corporate responsibility.

### > Soft Skills

- Leadership: Ability to drive change and influence ESG initiatives across multiple departments.
- Communication: Effectively conveying the importance of ESG to stakeholders, investors, and employees.
- Collaboration: Working across functions, including legal, finance, and HR, to integrate ESG principles into corporate strategies.

### > Hard Skills

- ESG Reporting & Compliance: Expertise in GRI, SASB, CDP, and other ESG reporting frameworks.



- Risk Management: Identifying and managing ESG risks, such as climate change, social impact, and governance issues.
- Sustainability Metrics: Proficiency in monitoring ESG performance metrics and developing strategies to improve them.

### Key companies hiring

- United States: Goldman Sachs, JPMorgan Chase, Apple, Microsoft
- Europe: Nestlé, Schneider Electric, Siemens
- United Kingdom: HSBC, Unilever, BP
- Middle East: Masdar, Saudi Aramco, Qatar National Bank
- Asia: Alibaba, Tata Consultancy Services, PetroChina



### Regional trends

- ▶ United States: Increasing regulatory pressure from the Securities and Exchange Commission (SEC) and growing investor demand for ESG reporting are driving the demand for ESG Directors.
- ▶ Europe: The EU's commitment to sustainable finance and carbon neutrality is fuelling the demand for ESG experts, particularly in sectors like banking, energy, and manufacturing.
- ▶ United Kingdom: Post-Brexit, the UK is pushing to solidify its leadership in green finance and sustainable business practices, creating opportunities for ESG Directors.
- ▶ Middle East: Government-led sustainability programs, such as Saudi Vision 2030 and investments in renewable energy, are creating demand for ESG Directors.
- ▶ Asia: Major corporations in China and India are increasingly focusing on ESG compliance, driven by both global investor demand and government regulations.

## 8. ESG Reporting and Compliance Analyst



### Market Trends

The role of ESG Reporting and Compliance Specialists has become increasingly vital as organizations face heightened scrutiny from investors, regulators, and stakeholders. With global ESG frameworks becoming more sophisticated and stringent, these professionals ensure that businesses adhere to reporting requirements and maintain

compliance with sustainability standards. Their expertise is particularly critical in industries such as finance, energy, manufacturing, and consulting, where meeting ESG obligations is closely tied to reputation and investment opportunities. The demand for ESG Reporting and Compliance Specialists has grown significantly, driven by the expansion of global reporting frameworks like GRI, SASB, TCFD, and the EU's Corporate Sustainability Reporting Directive (CSRD).



### Key Responsibilities

- Ensuring compliance with ESG reporting standards, including GRI, SASB, TCFD, and CSRD.
- Preparing detailed ESG reports and disclosures for stakeholders and regulatory authorities.
- Monitoring evolving global ESG regulations and advising on necessary adjustments to compliance practices.
- Conducting gap analyses to identify risks and opportunities in ESG reporting and compliance.

### Salaries by Region

- United States: \$80,000 – \$130,000
- Europe: €65,000 – €100,000
- United Kingdom: £55,000 – £90,000
- Middle East: \$70,000 – \$120,000
- Asia: \$60,000 – \$100,000

### Years of Experience

Typically **3–5 years** of experience in ESG compliance, sustainability reporting, or related fields.

#### > Soft Skills

- Detail Orientation: Precision in compiling and reviewing ESG metrics for compliance.
- Regulatory Acumen: Ability to interpret and implement complex ESG standards.
- Communication: Clear presentation of ESG compliance data to stakeholders and regulators.

#### > Hard Skills

- Data Analytics: Proficiency in tools such as Excel, Tableau, or ESG-specific software like Enablon or InteleX.

- ESG Reporting Expertise: Deep understanding of frameworks like GRI, SASB, CDP, and CSRD.
- Risk Management: Ability to assess regulatory risks and develop mitigation strategies.

### Key companies hiring

- US: JP Morgan, Goldman Sachs, EY, Amazon
- Europe: BASF, ING, L'Oréal
- UK: HSBC, KPMG, Unilever
- Middle East: Qatar National Bank, ADNOC, Masdar
- Asia: Alibaba, Samsung, Mitsubishi Corporation



### Regional trends

- ▶ United States: ESG Reporting and Compliance Specialists are in high demand as federal climate disclosure regulations gain momentum, especially in sectors like banking and tech.
- ▶ Europe: The EU's CSRD has accelerated the need for compliance expertise, particularly in industries subject to detailed emissions and supply chain reporting.
- ▶ United Kingdom: With London as a hub for sustainable finance, specialists are critical for ensuring compliance with investor-focused ESG mandates.
- ▶ Middle East: Increasingly ambitious sustainability goals, including the UAE's Net Zero 2050 pledge, are driving demand for compliance professionals in energy and infrastructure.
- ▶ Asia: Growing industrial regulations in countries like China, Japan, and India are creating opportunities for specialists to guide organizations through ESG compliance challenges.

The role of ESG Reporting and Compliance Specialists is integral to ensuring businesses align with regulatory expectations and investor demands. Their ability to navigate complex frameworks and adapt to evolving requirements is indispensable in building sustainable and compliant organizations.

## 9. ESG Analyst



### Market trends

The role of an ESG Analyst has gained substantial importance as businesses focus on integrating ESG (Environmental, Social, and



Governance) criteria into their investment strategies, risk management, and corporate policies. ESG Analysts play a crucial role in assessing companies' ESG performance, helping firms make informed decisions to meet sustainability goals, adhere to regulatory standards, and align with investor demands. In recent years, the demand for ESG Analysts has increased significantly across various industries, particularly in financial services, consulting, and large corporations, as ESG reporting and risk management have become key areas of focus.



### Key responsibilities

- Conducting research and analysis on ESG factors impacting investments and corporate strategies.
- Preparing ESG performance reports and ensuring compliance with global sustainability frameworks.
- Assisting in the integration of ESG criteria into investment decision-making processes.
- Monitoring global ESG trends and regulations to advise on potential risks and opportunities.

### Salaries by region

- United States: \$70,000 – \$120,000
- Europe: €55,000 – €90,000
- United Kingdom: £45,000 – £80,000
- Middle East: \$60,000 – \$120,000
- Asia: \$50,000 – \$90,000

### Years of experience

Typically **2–4 years** of experience in ESG, sustainability, or related fields.

### > Soft Skills

- Analytical Thinking: Strong ability to assess and interpret ESG data and trends.
- Attention to Detail: Precision in collecting and reporting ESG metrics and compliance details.
- Communication: Effective reporting and ability to present findings to stakeholders.

### > Hard Skills

- Data Analytics: Proficiency in tools like Excel, Power BI, or Tableau to analyse ESG data.
- ESG Reporting: Familiarity with frameworks such as GRI, SASB, CDP, and TCFD.
- Risk Assessment: Expertise in evaluating ESG risks for investors or corporate entities.

### Key companies hiring

- US: BlackRock, Morgan Stanley, McKinsey & Company, Deloitte
- Europe: BNP Paribas, Nestlé, Siemens
- UK: PwC, Barclays, Lloyds Banking Group
- Middle East: First Abu Dhabi Bank, Mubadala, Saudi Aramco
- Asia: DBS Bank, Tata Consultancy Services, PetroChina



### Regional trends

- ▶ United States: ESG Analysts are particularly sought after in the financial sector as regulatory compliance around ESG reporting intensifies.
- ▶ Europe: ESG Analysts are in high demand in both financial services and large corporations, especially as EU climate regulations ramp up.
- ▶ United Kingdom: London is emerging as a hub for sustainable finance, driving the demand for ESG Analysts who can help financial institutions and corporations meet investor and regulatory demands.
- ▶ Middle East: ESG Analysts are becoming more important as large-scale infrastructure and renewable energy projects integrate ESG factors into planning and execution.
- ▶ Asia: With a growing focus on sustainability in industrial and financial sectors, ESG Analysts are key players in driving transparency and accountability in ESG practices.

## 10. Climate Change Analyst



### Market trends

The Climate Change Analyst role is becoming increasingly essential as businesses, governments, and non-profits work to mitigate the impacts

of climate change. Climate Change Analysts are responsible for assessing the risks posed by climate change, helping organisations develop strategies for sustainability, and analysing climate-related data. This role is gaining importance across industries as companies integrate climate action into their core operations and reporting, driven by investor demand, regulatory requirements, and a global focus on carbon neutrality.



### Key responsibilities

- Conducting climate risk assessments and analysing environmental data.
- Supporting the development of strategies to mitigate climate change impacts.
- Working with stakeholders to ensure climate-related risks are included in corporate governance and strategy.
- Assisting with climate-related disclosures and ESG reporting, ensuring alignment with regulatory standards.
- Monitoring industry trends and legislative changes related to climate change.

### Salaries by region

- United States: \$70,000 – \$130,000
- Europe: €55,000 – €100,000
- United Kingdom: £50,000 – £90,000
- Middle East: \$75,000 – \$140,000
- Asia: \$60,000 – \$110,000

### Years of experience

Typically, **3–7 years** of experience in climate change analysis, environmental science, or related fields.

### > Soft Skills

- Analytical Thinking: Ability to interpret complex climate data and present clear insights.
- Communication: Effectively conveying climate risks and strategies to stakeholders, from executives to policy makers.

- Collaboration: Working across teams, including sustainability, finance, and regulatory departments, to integrate climate initiatives.

### > Hard Skills

- Climate Risk Assessment: Expertise in analysing climate risks and their impacts on business operations and supply chains.
- Data Analytics: Proficiency with tools such as Python, R, Excel, and GIS to manage and analyse climate-related data.
- Climate Science: Strong understanding of climate models, carbon accounting, and environmental regulations related to climate change.

### Key companies hiring

- US: Amazon, Google, Bank of America, McKinsey & Company
- Europe: Nestlé, Siemens, BNP Paribas, TotalEnergies
- UK: PwC, EY, National Grid, Barclays
- Middle East: ADNOC, Saudi Aramco, Mubadala
- Asia: Tata Consultancy Services, China National Offshore Oil Corporation (CNOOC), Adani Group



### Regional trends

- ▶ United States: Driven by regulatory pressures such as the Securities and Exchange Commission (SEC) climate disclosure rules, Climate Change Analysts are in demand to help companies understand and disclose their climate risks.
- ▶ Europe: The EU's commitment to carbon neutrality by 2050 and strict Climate Action Plans are creating a strong demand for professionals who can help meet these goals.
- ▶ UK: With the UK's Net Zero Strategy, there is an increasing focus on integrating climate risk analysis into corporate governance, especially in the financial sector.
- ▶ Middle East: As part of their national visions, countries like Saudi Arabia and the UAE are focusing on transitioning from oil-based economies to sustainable and green energy solutions, driving demand for climate specialists.
- ▶ Asia: Countries such as China and India are investing heavily in climate resilience as they continue their rapid industrial growth, creating opportunities for Climate Change Analysts to help guide sustainability efforts.

## 11. Sustainability Consultant



### Market trends

The role of a Sustainability Consultant is becoming increasingly critical as businesses seek external expertise to help navigate the complexities of sustainability strategies, compliance, and ESG initiatives. This role involves advising companies on how to integrate sustainable practices, reduce their environmental impact, and achieve long-term sustainability goals. Sustainability consultants are often tasked with performing environmental impact assessments, conducting audits, and providing insights into regulatory requirements. As companies worldwide intensify their sustainability efforts, the demand for skilled consultants with in-depth knowledge of environmental policies and sustainability frameworks continues to grow.



### Key responsibilities

- Advising companies on sustainability strategies and best practices.
- Conducting environmental and sustainability audits.
- Ensuring compliance with local and global environmental regulations.
- Developing ESG frameworks and assisting with sustainability reporting.
- Identifying opportunities for reducing carbon emissions and improving resource efficiency.
- Developing ESG frameworks and assisting with sustainability reporting.
- Identifying opportunities for reducing carbon emissions and improving resource efficiency.

### Salaries by region

- United States: \$80,000 – \$150,000
- Europe: €70,000 – €130,000
- United Kingdom: £60,000 – £100,000
- Middle East: \$85,000 – \$160,000
- Asia: \$70,000 – \$130,000

## Years of experience

Typically, **5–10 years** of experience in sustainability consulting or related fields.

### > Soft Skills

- Analytical Thinking: Ability to analyse complex environmental data and offer actionable insights.
- Problem-Solving: Developing innovative solutions to improve sustainability practices.
- Communication: Effectively conveying sustainability concepts and strategies to clients.
- Client Relationship Management: Building strong, trust-based relationships with stakeholders.

### > Hard Skills

- Sustainability Auditing: Experience in conducting environmental and sustainability audits.
- Sustainability Reporting: Expertise in GRI, CDP, SASB, and other global reporting frameworks.
- Environmental Impact Assessments (EIA): Knowledge of EIA processes and regulatory compliance.
- Carbon Footprint Analysis: Ability to assess, calculate, and reduce an organization's carbon footprint.
- Circular Economy: Knowledge of circular economy principles and how they can be applied to reduce waste and improve resource efficiency.

## Key companies hiring

- US: Deloitte, EY, PwC, McKinsey & Company
- Europe: KPMG, Accenture, BCG, Siemens
- UK: Arup, ERM, Mott MacDonald, Buro Happold
- Middle East: Masdar, PwC Middle East, Saudi Aramco, ACWA Power
- Asia: Tata Consultancy Services, Wipro, Infosys, China National Offshore Oil Corporation (CNOOC)



## Regional trends

- ▶ United States: Sustainability consultants are increasingly sought after to help companies meet ESG compliance requirements and incorporate sustainability into core business strategies. The push for net-zero commitments has made these professionals essential, especially in the tech and finance sectors.
- ▶ Europe: With strong government regulations and corporate commitments to reduce carbon emissions, sustainability consultants are pivotal in industries such as manufacturing, energy, and construction. The EU's stringent environmental regulations drive demand for consultants skilled in environmental compliance and sustainability reporting.
- ▶ United Kingdom: London's growing position as a hub for sustainable finance and corporate responsibility has seen a rise in demand for sustainability consultants, particularly in the financial services and real estate sectors.
- ▶ Middle East: Governments and large corporations, particularly in Saudi Arabia and the UAE, are investing heavily in sustainability projects as part of their economic diversification strategies. Consultants specializing in renewable energy and sustainable infrastructure are in high demand.
- ▶ Asia: The rapid industrialization of countries such as China and India has increased the need for sustainability consultants to guide businesses toward greener practices. The region's focus on renewable energy and clean technology is driving the demand for experts in sustainable development.

## 12. Renewable Energy Project Manager



### Market trends

The role of a Renewable Energy Project Manager is becoming increasingly essential as global efforts to transition to cleaner energy sources gain momentum. These professionals are responsible for overseeing the planning, execution, and completion of renewable energy projects such as solar, wind, hydro, and battery storage systems. With growing investments in renewable energy across the globe, particularly in solar and wind projects, demand for skilled project managers is at an all-time high. The role requires a blend of technical expertise, project management skills, and familiarity with regulatory frameworks.



## Key responsibilities

- Managing end-to-end renewable energy projects from conception through commissioning.
- Coordinating with stakeholders including government authorities, engineers, contractors, and suppliers.
- Budgeting and financial oversight of project costs, resources, and timelines.
- Ensuring compliance with environmental and safety regulations.
- Risk management and mitigation during the project lifecycle.
- Supervising site operations to ensure projects are completed on time and within budget.

## Salaries by region

- United States: \$100,000 – \$170,000
- Europe: €85,000 – €150,000
- United Kingdom: £70,000 – £120,000
- Middle East: \$100,000 – \$180,000
- Asia: \$80,000 – \$140,000

## Years of experience

Typically, **5–10 years** of experience in project management or renewable energy sectors.

### > Soft Skills

- Leadership: Ability to lead and motivate project teams and ensure collaboration.
- Problem-Solving: Quickly addressing and resolving challenges that arise during the project lifecycle.
- Communication: Strong skills in communicating with stakeholders at all levels, including investors, government officials, and technical teams.
- Time Management: Coordinating multiple aspects of a project efficiently to meet deadlines.



## > Hard Skills

- Project Management Tools: Proficiency in tools like MS Project, Primavera, or similar software to manage timelines, resources, and tasks.
- Knowledge of Renewable Energy Systems: Understanding the technical aspects of solar, wind, and other renewable technologies.
- Contract Management: Expertise in drafting and managing project contracts and agreements.
- Regulatory Compliance: Deep understanding of environmental regulations, permitting processes, and renewable energy policies.

## Key companies hiring

- US: NextEra Energy, Tesla, First Solar, Duke Energy
- Europe: Iberdrola, Siemens Gamesa, Vestas
- UK: SSE, EDF Energy, Octopus Energy
- Middle East: ACWA Power, NEOM, Masdar
- Asia: Adani Green Energy, Tata Power, CLP Group



## Regional trends

- ▶ United States: The focus is on expanding large-scale solar and wind projects, driven by the Inflation Reduction Act, which incentivizes renewable energy developments.
- ▶ Europe: Offshore wind projects are gaining traction, particularly in the North Sea and Baltic regions. There's a growing demand for project managers with offshore wind expertise.
- ▶ UK: The UK is making substantial investments in wind energy, both onshore and offshore, increasing the need for experienced project managers to lead these developments.
- ▶ Middle East: With major initiatives such as Saudi Vision 2030, project managers are in high demand to manage large-scale solar and wind projects, particularly in Saudi Arabia and the UAE.
- ▶ Asia: India and China are leading the renewable energy charge in Asia, particularly in solar and wind projects. The growth of renewable projects in these countries is creating significant demand for skilled project managers.

## 13. Renewable Energy Engineer



### Market trends

The role of a Renewable Energy Engineer has become increasingly critical as the world transitions to cleaner energy sources. These professionals are responsible for designing, developing, and managing renewable energy projects such as solar, wind, and hydropower. With global commitments to net-zero emissions, renewable energy engineers are in high demand, particularly in regions that are investing heavily in renewable infrastructure. This role focuses on the technical aspects of renewable energy generation, including system design, performance optimization, and energy storage solutions.



### Key responsibilities

- Designing and developing renewable energy systems (solar, wind, hydro).
- Overseeing the installation and maintenance of renewable energy infrastructure.
- Collaborating with teams to optimize energy efficiency and system performance.
- Ensuring compliance with environmental regulations and safety standards.
- Innovating new technologies and solutions to enhance energy production.

### Salaries by region

- United States: \$90,000 – \$160,000
- Europe: €75,000 – €140,000
- United Kingdom: £60,000 – £100,000
- Middle East: \$90,000 – \$180,000
- Asia: \$80,000 – \$150,000

### Years of experience

Typically, **4–7 years** of experience in renewable energy projects or related engineering fields.

### > Soft Skills

- Problem-Solving: Ability to troubleshoot technical issues in renewable energy systems.
- Collaboration: Working with cross-functional teams, including engineers, policymakers, and business stakeholders.
- Innovation: Driving new and creative solutions to improve system efficiency and reduce costs.

### > Hard Skills

- Energy System Design: Expertise in designing solar, wind, and other renewable energy systems.
- Energy Storage Solutions: Knowledge of battery technology and storage systems.
- Grid Integration: Understanding how to integrate renewable energy into existing grids.
- Environmental Impact Assessments: Ability to assess and mitigate the environmental impact of energy projects.

### Key companies hiring

- US: Tesla, NextEra Energy, First Solar
- Europe: Siemens Gamesa, Iberdrola, Vestas
- UK: SSE, EDF Energy, Lightsource BP
- Middle East: ACWA Power, NEOM, Masdar
- Asia: Adani Green Energy, China Three Gorges Corporation, CLP Group



### Regional trends

- ▶ United States: Strong demand for renewable energy engineers, particularly in solar and wind sectors, driven by federal incentives like the Inflation Reduction Act.
- ▶ Europe: Focus on offshore wind projects, particularly in countries like the UK and Germany, with significant investment in wind power technology.
- ▶ Middle East: Governments are investing in large-scale solar and wind projects as part of diversification efforts away from fossil fuels.

- ▶ Asia: China and India are rapidly expanding their renewable energy capacity, driving demand for engineers to support solar and wind energy projects.

## 14. ESG Supply Chain & Ethical Trade Manager

As the importance of ethical trade and responsible sourcing grows, the ESG Supply Chain & Ethical Trade Manager role has become crucial for organisations aiming to ensure that their supply chains are sustainable and compliant with ESG (Environmental, Social, Governance) standards. This role is focused on ensuring that companies adhere to ethical trade practices, reduce environmental impact, and meet regulatory requirements across global supply chains.



### Market trends

The role of an ESG Supply Chain & Ethical Trade Manager has expanded rapidly as businesses face increased scrutiny from investors, regulators, and consumers demanding transparency in their supply chains. With rising global ESG regulations, these professionals play a key part in managing compliance, mitigating risks, and ensuring sustainability within supply chains.

In 2024, key trends include:

- Sustainability Compliance: Ensuring suppliers comply with environmental and ethical standards.
- Supply Chain Transparency: Increasing demand for traceability in sourcing raw materials and products.
- Climate Change & Social Responsibility: Pressure on companies to reduce their supply chain's carbon footprint and to support fair labor practices



### Key responsibilities

- Developing and implementing ESG-focused supply chain strategies.
- Ensuring compliance with global ethical trade standards, including fair labor practices.
- Managing supplier relationships to ensure they meet sustainability and ethical trade benchmarks.
- Leading efforts in supply chain transparency, from raw material sourcing to product delivery.

- Conducting audits and assessments of supply chain partners to ensure ESG compliance.

### Salaries by region

- United States: \$120,000 – \$220,000
- Europe: €90,000 – €180,000
- United Kingdom: £75,000 – £150,000
- Middle East: \$130,000 – \$250,000
- Asia: \$90,000 – \$180,000

### Years of experience

Typically, **7–12 years** of experience in supply chain management, sustainability, or ethical trade.

#### > Soft Skills

- Communication: Effectively engaging with suppliers, stakeholders, and internal teams on complex ESG issues.
- Problem-Solving: Identifying potential supply chain risks and implementing proactive solutions.
- Negotiation: Balancing business objectives with the need for ethical and sustainable sourcing.

#### > Hard Skills

- ESG Compliance: Understanding and applying global ethical trade and sustainability regulations, including GRI, CDP, and Modern Slavery Acts.
- Supply Chain Auditing: Experience in auditing suppliers to ensure they meet ESG and ethical trade standards.
- Sustainability Reporting: Proficiency in tracking and reporting supply chain sustainability metrics.
- Risk Management: Ability to assess and mitigate ESG-related risks in supply chains.

### Key companies hiring

- US: Nike, Amazon, Johnson & Johnson, Walmart

- Europe: Unilever, Nestlé, Danone, Adidas
- UK: Marks & Spencer, Tesco, BP, Primark
- Middle East: Almarai, Emirates Group, Saudi Aramco
- Asia: Alibaba, Tata Group, Samsung, Toyota



## Regional trends

- ▶ United States: The U.S. market places a strong emphasis on ensuring that supply chains comply with federal and state regulations, including environmental impact assessments and fair labour practices. Companies are hiring professionals to ensure compliance with emerging supply chain transparency regulations.
- ▶ Europe: With the EU's strict environmental and ethical trade regulations, European companies are increasingly focused on sustainability and reducing the environmental footprint of their supply chains. ESG Supply Chain Managers are in high demand to navigate complex regulatory frameworks.
- ▶ UK: The UK market has a growing focus on ethical trade, driven by regulations like the UK Modern Slavery Act, which requires companies to disclose efforts to address forced labour in their supply chains.
- ▶ Middle East: Companies in the Middle East are focusing on aligning their supply chains with international ESG standards to attract foreign investment and comply with global trade requirements.
- ▶ Asia: Asian companies, particularly in manufacturing-heavy regions like China and India, are increasingly integrating ESG practices to meet global client demands and align with international sustainability standards.

## 15. Circular Economy Manager



### Market trends

The Circular Economy Manager role is becoming increasingly important as companies across industries seek to minimize waste and improve resource efficiency. This position focuses on embedding circular economy principles—such as recycling, waste reduction, and sustainable product lifecycle management—into business operations. As businesses face growing pressure from regulators, customers, and investors to reduce their environmental impact, the Circular Economy Manager plays a critical role in developing and implementing circular strategies that align with sustainability goals and ESG targets.



## Key responsibilities

- Designing and implementing circular economy strategies to minimize waste and promote resource efficiency.
- Leading initiatives to incorporate recycling, reuse, and sustainable materials into product designs and operations.
- Collaborating with supply chain teams to develop closed-loop systems.
- Ensuring compliance with environmental and circular economy regulations.
- Managing sustainability reporting related to resource use and waste reduction.

## Salaries by region

- United States: \$110,000 – \$180,000
- Europe: €90,000 – €160,000
- United Kingdom: £80,000 – £140,000
- Middle East: \$100,000 – \$180,000
- Asia: \$90,000 – \$160,000

## Years of experience

Typically, **7–12 years** of experience in sustainability, circular economy, or supply chain management.

### > Soft Skills

- Collaboration: Ability to work across various departments, including supply chain, product design, and operations.
- Innovation: Driving creative solutions for resource management and waste reduction.
- Change Management: Leading teams through transitions to circular economy models.

### > Hard Skills

- Lifecycle Assessment (LCA): Expertise in evaluating the environmental impact of products throughout their lifecycle.

- Waste Management: Knowledge of waste reduction practices and closed-loop systems.
- Circular Design: Understanding product design principles that support recycling, reuse, and sustainable materials.

### Key companies hiring

- US: Google, Patagonia, Procter & Gamble, General Motors
- Europe: IKEA, Philips, Danone, BASF
- UK: Unilever, Tesco, Jaguar Land Rover, Marks & Spencer
- Middle East: Emirates Group, SABIC, OQ Oman
- Asia: BYD, Samsung, Panasonic, Adani Group



### Regional trends

- ▶ United States: Circular economy managers are in high demand in manufacturing, retail, and tech sectors as companies aim to reduce their environmental footprints.
- ▶ Europe: With the EU's Circular Economy Action Plan, companies are actively hiring for roles that focus on waste management, product lifecycle analysis, and sustainable supply chains.
- ▶ UK: The UK's focus on reducing waste and plastic pollution has driven demand for circular economy managers, especially in the retail and FMCG sectors.
- ▶ Middle East: The focus is on sustainable infrastructure and recycling initiatives, with companies and governments prioritizing circular practices in construction and energy sectors.
- ▶ Asia: Rapid industrial growth and increasing environmental regulations are driving demand for circular economy managers, particularly in manufacturing and electronics industries.

## 16. Carbon Credit, Trading and Offset Analyst



### Market trends

The role of Carbon Credit, Offset, and Trading Analysts is gaining traction as companies prioritize reducing their carbon footprints and aligning with global climate goals. With the growing importance of carbon markets as a tool to meet net-zero targets, these analysts are integral to navigating the complexities of carbon credit trading, offset projects, and compliance



with emissions regulations. Industries like energy, manufacturing, and finance are driving demand, as businesses seek to mitigate risks and capitalize on opportunities in voluntary and compliance carbon markets. The role has particularly expanded in regions adopting carbon pricing mechanisms and cap-and-trade systems.



### Key responsibilities

- Conducting market analysis to identify opportunities in carbon credit trading and offset programs.
- Monitoring global carbon pricing trends and regulatory developments.
- Evaluating the financial and environmental impact of carbon credit portfolios.
- Managing relationships with offset project developers, regulatory authorities, and trading platforms.
- Assisting in the development of corporate carbon reduction and offset strategies.

### Salaries by region

- United States: \$75,000 – \$130,000
- Europe: €60,000 – €100,000
- United Kingdom: £50,000 – £90,000
- Middle East: \$65,000 – \$120,000
- Asia: \$55,000 – \$95,000

### Years of experience

Typically, **3–5 years** of experience in carbon markets, sustainability consulting, or environmental policy.

#### > Soft skills

- Strategic Thinking: Ability to design effective carbon reduction strategies.
- Analytical Skills: Assessing market trends, regulatory frameworks, and offset project viability.
- Communication: Presenting findings to stakeholders and ensuring alignment with corporate goals.

#### > Hard skills

- Carbon Market Expertise: Understanding of trading platforms and carbon credit verification standards.
- Policy Knowledge: Familiarity with frameworks like the Kyoto Protocol, Paris Agreement, and regional cap-and-trade systems.
- Data Analysis Tools: Proficiency in Excel, Power BI, or similar platforms to model emissions data and credit portfolios.

## Key companies hiring

- United States: BP, Tesla, Google, Chevron.
- Europe: Shell, TotalEnergies, EDF, Deloitte.
- United Kingdom: BP, Barclays, PwC, Carbon Trust.
- Middle East: ADNOC, Saudi Aramco, Masdar, First Abu Dhabi Bank.
- Asia: PetroChina, Reliance Industries, Mitsubishi Corporation, DBS Bank.



## Regional trends

- ▶ United States: Carbon analysts are heavily in demand in the energy and technology sectors as the country expands carbon pricing initiatives and voluntary offset markets.
- ▶ Europe: The EU Emissions Trading System (ETS) has made Europe a leader in carbon credit trading, driving demand for experts to navigate its complexities and support businesses in meeting reduction targets.
- ▶ United Kingdom: With London positioning itself as a center for green finance, carbon analysts are sought by financial institutions and corporations looking to integrate carbon trading into their sustainability strategies.
- ▶ Middle East: Analysts are in demand as the region invests in carbon capture, storage, and offset projects, especially under national initiatives like Saudi Vision 2030 and UAE's Net Zero 2050 strategy.
- ▶ Asia: Carbon analysts play a critical role in countries like China and India, where carbon markets are expanding rapidly in response to industrial emissions and growing regulatory frameworks.

The growing role of Carbon Credit, Offset, and Trading Analysts highlights the increasing integration of carbon management into business strategies. These professionals are key to ensuring compliance, driving financial returns, and achieving environmental impact through market-based solutions.

As we look at the 16 key roles defining sustainability in 2024, it's clear that businesses are shifting toward more integrated and strategic approaches to addressing environmental, social, and governance (ESG) challenges. From ESG Analysts and Compliance Specialists to Chief Sustainability Officers, these roles demonstrate the growing demand for expertise that drives impact across industries and regions.

*Advancing regulatory frameworks, technological innovation to fight climate change, and increasing societal pressure for transparency and accountability, will create opportunities for new specialized roles.*

Moving forward into 2025 and beyond, we anticipate the sustainability job market will continue to evolve. Key drivers, such as advancing regulatory frameworks, technological innovation to fight climate change, and increasing societal pressure for transparency and accountability, will create opportunities for new specialized roles. Professionals adept at navigating the intersection of data, strategy, and sustainability will become indispensable as companies seek to balance profitability with environmental stewardship and social equity.

The roles of tomorrow will require a combination of technical expertise, innovative thinking, and a deep commitment to driving systemic change. Whether it's advancing circular economy models, leveraging AI for ESG reporting, or fostering sustainable finance, the future of sustainability careers is rich with potential to shape a better world.

For organizations and professionals alike, staying ahead of these trends will be key to thriving in this ever-changing landscape.





## *Conclusion*

This 2024 Sustainability and ESG Market Trends reveals that the demand for sustainability and ESG professionals is growing steadily across all regions and sectors as businesses prioritise Sustainability goals , ESG compliance and building the capabilities to meet the net zero target. The increasing focus on sustainability, driven by government policies, corporate commitments, and global climate goals, has made these roles critical to organisations' success.

The roles outlined in this survey highlight the growing opportunities in the field, with competitive salaries, varied responsibilities, and increasing demand for specialized skills. The CSO role has dramatically evolved in recent years and is now deeply involved in shaping corporate strategies, with their responsibilities extending far beyond CSR to include comprehensive sustainability initiatives across all business functions. In addition, we observed in 2024, the surge in greenwashing claims targeting major corporations has driven a noticeable shift in sustainability recruitment, with a growing demand for regulatory and reporting profiles. This change reflects the need for companies to strengthen compliance and transparency. Simultaneously, the resurgence of "greenhushing," where organizations downplay their sustainability efforts to avoid scrutiny, highlights the challenges of navigating complex regulations. However, as businesses deepen their engagement with sustainability, better understand regulatory requirements, and adapt to evolving expectations

from regulators, we anticipate this trend will fade, fostering a more transparent and proactive approach to sustainability.

Salaries in the United States and the Middle East are among the highest globally, reflecting the strategic importance of sustainability roles in these regions. The UK continues to solidify its position as a hub for sustainability, particularly in the financial sector, while Asia sees rapid growth driven by China and India in particular in the renewable energy sector.

As the sustainability job market evolves, organisations must genuinely commit to sustainability, offer flexibility and competitive compensation packages to attract and retain top talent, while professionals should focus on gaining relevant experience, certifications, and skills to maximize their earning potential in this dynamic field.

The market for sustainability training courses is rapidly expanding, offering a diverse range of programs, including Leadership in Sustainability, ESG Strategy and Reporting, Sustainable Finance, Climate Risk and Carbon Management, Circular Economy and Product Design, Ethical Supply Chain Management, and Renewable Energy Management.

---



## *Words from the Author*

We hope you have found this guide on the 2024 Sustainability Market trends helpful. For companies looking to hire top talent in sustainability, ESG, or renewable energy, EnableGreen, ESG and Sustainability Recruitment firm offers tailored recruitment solutions, connecting businesses with the best candidates to drive their sustainability initiatives forward. You can get in touch with us at [contact@enable.green](mailto:contact@enable.green); or consult our website [www.enable.green](http://www.enable.green) . We also invite candidates to submit their resume on our website.

*Sustainability – Where innovation meets  
responsibility for a greener future*