

Deputy to the Chief Technical Officer

Location: EU

Job Purpose and Background:

The SBTi seeks an experienced Deputy to the Chief Compliance Officer for our Technical Department to drive forward its ambitious agenda of accelerating the transition to a net-zero economy. This position demands a dynamic and highly effective senior manager who is skilled in driving accountability and operational excellence and serves as an inspirational leader with a demonstrated passion for climate impact. The MD will oversee the day-to-day management of SBTi's Technical Department, which is instrumental in crafting the standards that pave the path for corporations to drive impactful climate action.

About you:

You are an experienced leader who inspires action and accountability, and you thrive in high-stakes environments that require clear direction and purposeful movement. With exceptional communication skills, you can build consensus among diverse groups, drive cohesive efforts towards common goals, and steer complex projects to successful outcomes. You are comfortable in a role that blends strategic oversight with hands-on execution and developing high-performing teams. You are driven by the opportunity to make an impact in the fight against climate change.

About the SBTi:

The Science Based Targets initiative (SBTi) is a global body enabling businesses to set ambitious emissions reductions targets in line with the latest climate science. It is focused on accelerating companies across the world to halve emissions before 2030 and achieve net-zero emissions before 2050.

The initiative is a collaboration between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF) and one of the We Mean Business Coalition commitments. The SBTi defines and promotes best practice in science-based target setting, offers resources and guidance to reduce barriers to adoption, and independently assesses and approves companies' targets. For more information please visit www.sciencebasedtargets.org

How to apply: We are looking for this position in collaboration with Climate17, to apply please submit your resume, cover letter and salary expectations to Kris Koby: Kris@climate17.com

Key responsibilities include:

- Drive the execution of a SBTi corporate decarbonisation standards work programme, including developing and deploying fit-for-purpose operations and governance.
- Provide effective leadership to a diverse team, fostering a culture of excellence, innovation, and collaboration.
- Oversee project management, ensuring that initiatives are delivered on time and within scope and budget
- Cultivate an environment where quality management and continuous improvement are paramount, including implementing effective performance management practices.
- Ensure conformance of SBTi standard development with SBTi standard setting procedures and support in preparation of SBTi standard development for third party accreditation.
- Drive the delivery of the team results through implementation of a results and performance oriented environment;
- Manage the people aspects such as workforce planning and talent management.
- Ensure the results are delivered within the scope of compliance and quality for a standards setter.
- Direct management of the functional areas of the department, including Project Management, Quality and Compliance.
- Performance management of the technical and thematic teams within SBTi's Technical Department.

Essential skills and experience needed:

- Seasoned manager with at least 10 years of experience managing high-performance teams in comparable organisations
- A track record of success in senior management roles, with strong competencies in decision-making, problem-solving, and driving organisational success.
- Outstanding team leadership and people management skills, with the ability to motivate and guide teams towards successful outcomes.
- Ability to manage a combination of direct and dotted-line reports, ensuring that a team comprising diverse roles works highly effectively as a unit.
- Exceptional communication skills, with the ability to engage effectively with a range of internal and external stakeholders as necessary.
- Ability to work within a matrixed and multicultural environment, promoting diversity and inclusion across all levels of the organisation.



- Highly adaptable, able to manage multiple priorities simultaneously and navigate complex situations with composure and clarity.
- Proficiency in developing and managing budgets, with a strong understanding of financial management principles.

Desirable criteria:

- Advanced degree in business administration, environmental science, or related field.
- Familiarity with the operational mechanisms of multi-stakeholder initiatives, standards or non-profit organisations.
- Experience in change management, with the ability to guide large teams through transformative processes.

Interested candidates should be legally allowed to work in the countries specified. The SBTi cannot sponsor any working visas.

What we offer:

- Working in one of the most successful and fastest-growing initiatives driving climate action;
- Exciting and challenging tasks in a dynamic, international, innovative, and highly motivated team;
- Training and development;
- Attractive holiday package.

SBTi is an equal opportunity employer - committed to building an inclusive workplace and diverse staff, where all can thrive. We welcome and strongly encourage applications from candidates of all identities and backgrounds, and do not discriminate on the basis of race, color, religion, gender or gender identity, sexual orientation, national origin, disability, or age.