



Company Overview

The Metals Company (TMC) Mission: *“Our mission is to build a carefully managed metal commons that will be used, recovered, and reused again and again.”*
<https://www.youtube.com/watch?v=Nsql4eqlr5c>

At the forefront of an exciting new industry, TMC is positioned to become a world-leading producer of battery metals through the collection of polymetallic nodules. Large deposits of these nodules sit unattached in the seafloor containing manganese, nickel, copper, and cobalt. These deposits occur 4000 to 6000 meters below sea level – an abyssal plain – in the Clarion Clipperton Zone (CCZ), an area equivalent to 1.2% of all ocean, located in international waters west of Mexico. TMC’s objective is to produce the metals required to power electric vehicles and renewable energy battery storage with the lowest expected environmental and social impacts as compared to land-based mining.

TMC’s current focus involves three contract areas in the CCZ sponsored by the Pacific island nations of Nauru, Kingdom of Tonga, and Kiribati. TMC is progressing engineering and environmental studies under its mission to create value by unlocking a supply of metals for the benefit of current and future generations.

Sustainability Manager or Specialist –ESG data and reporting

Reporting to the Chief Sustainability Officer, the role will be responsible for providing support to the wider leadership team on Environmental, Social, and Governance (ESG) data management and reporting. We are looking for a data driven professional with experience on ESG reporting and reporting platforms to assist with gathering, analyzing, and reporting ESG data internally and externally. Understanding of data conversion includes performing carbon footprint and handprint calculations using Life Cycle Assessment thinking. The Sustainability Manager/Specialist will also lead the company’s annual sustainability report and submissions to ESG ranking organizations. In this role, the individual will be the company’s ESG data steward, and as a result, she/he will have the opportunity to influence TMC’s overall strategy by tracking progress against KPIs, and identifying gaps and opportunities to improve performance and create shared value. While we look for somebody with a strong technical background and excellent project and data management skills, we are also looking for somebody with strong communication skills.

Key Responsibilities:

- Lead the development and completion of the company’s Annual Sustainability Report following the Global Reporting Initiative (GRI) Standard and SASB. It will require to:
 - Work with leaders across the company to consistently collect and report on sustainability KPIs
 - Implement and use operations environmental performance management tool to provide visibility into company’s progress

- Collect relevant data, and develop with SMEs development and project updates
- Translate KPIs in a manner that is relatable to a broader audience-providing context
- Develop sustainability reporting micro-site to allow for frequent reporting
- Responsible for the submission to the DJSI, CDP and other relevant surveys and ranking organizations as prioritized
- Regularly conduct benchmarking around ESG reporting and rankings frameworks to identify trends and best practices and help prioritize participation
- Report on KPIs and rankings progress, identify gaps and recommend improvement plans to senior leadership
- Produce scorecard to report progress on sustainability targets
- Interact with engineering onshore and offshore groups as ESG SME to develop a net zero path for the company, and to support emissions calculations and environmental impacts
- Periodically refresh the company's materiality assessment
- Lead TCFD reporting and work with external consultants to develop SBTi targets and climate-related scenario analysis
- Work with communications teams to plan sustainability content for digital and social media communications such as factoids, statistics, stories, updates on initiatives
- Collaborate with external organization to develop ESG research or studies to advance TMC's ESG proposition, as needed
- Building strategic partnerships by engaging with academia and NGOs to create promote dialogue on polymetallic nodules

Required Skills

- Bachelor's degree required – Engineering degree (preferred) or bachelor's in sciences degree
- Advanced degree – preferred
- Strong written and verbal communication skills in English (this role requires content development in English)
- 6 plus years professional experience in the sustainability field engaging with employees, academia, NGOs, customers, ESG data management and reporting, operations improvement
- Proven ability to build relationships, partner with multi-functional teams and influence others
- Strong analytical, quantitative, problem-solving, and decision-making capabilities
- Excellent time management skills, with ability to prioritize and multi-task in a fast-paced environment
- At least two years of experience on the development of corporate sustainability reports following the GRI standard and SASB as well as knowledge on TCFD reporting



- Knowledge and experience submitting responses to sustainability related ranking organizations such as DJSI, CDP, FTSE, ISS, Sustainalytics, MSCI, Corporate Knights
- Sustainability experience with environmental footprinting, lifecycle analysis, sustainable supply chain planning and/or carbon market is a plus
- Excellent project management skills and ability to work across functions and geographies
- Strong ability to lead through influence and develop relationships with internal and external stakeholders
- Solutions driven, self-started, creative, perseverant, and highly motivated. Passionate about sustainability, detailed oriented and process centric
- Strong data analysis and data manipulation skills on computer
- Ability to communicate complex topics into simple terms. Storyteller that can create visual representations of data and progress
- Excellent organizational and presentation skills

Application process:

Send current CV and a statement describing relevant qualifications, experience, skills, and motivation for wanting to work with TMC, to Erica Ocampo, Chief Sustainability Officer – erica.ocampo@metals.co

Closing date:

Open until filled