



CAREER OPPORTUNITY



Belize Sugar Industries Ltd. Invites qualified and self-motivated individuals to submit applications for the post of: **Sustainability Manager, Mill & Agriculture** Tower Hill, Orange Walk

OVERVIEW

The person in this role will be responsible for supporting the ESG / Sustainability Framework and executing on it to show progress in sustainability metrics including environmental goals and social responsibilities commitments. The focus will be on inculcating a culture of sustainability in the organization in collaboration with and support from multi-disciplinary and department teams including operations, supply chain, human resources & legal. The position will also aid in internal and external communications with stakeholders, while developing and advancing corporate social responsibilities and employees' engagement and awareness programs. The **Sustainability Manager** may be called upon to lead interactions and communications with community interest groups, contractors, and consultants, at the direction of Senior Management, the Sr. Director, Sustainability, the VP of CSR, and other Sustainability / ESG leadership members.

DETAILED ROLES & RESPONSIBILITIES

- Support the development, maintenance, and implementation of ASR's Sustainability / ESG framework, roadmaps and site specific Sustainability Plans in both Mill Operations and Agricultural Activities. Roadmap activities shall include but not be limited to: System Optimization in Climate Change, Water usage, solid waste generation, and green chemistry programs; Regenerative Agriculture, Biodiversity, and Agroforestry Programs; Ethical and Responsible Social Programs.
- Support site leadership through facilitation of ongoing projects and initiatives related to Sustainability / ESG
- Coordinate with site operations teams, sustainability project leaders and corporate resources to develop and maintain site-specific training and signage as part of a continuous effort to raise the visibility of ASR's commitment to sustainable development.
- Tracking and validation of all sustainability / ESG data to ensure accurate reporting.
- Analyse collected data and identifying opportunities for improvements, while ensuring validity of the outcomes and potential communication pathways that may result.
- Support ESG and Site Leadership in creating project scope and justify capital investment needs.
- Interact with personnel to ensure related sustainability training and competency requirements are performed and properly recorded.
- Assist with the development and publication of ASR / facility level Sustainability Reporting efforts, as they develop in conjunction with company approved messaging.
- Coordinate with sales, marketing, customer service & CSR teams as needed to report work, progress and site-specific sustainability data.
- Participate in corporate efforts to identify and reduce post-consumer end of life impacts caused by material production and disposal.
- Support Corporate and site level management system reporting within authorized web-based survey system, while ensuring corrective action tracking and rectification of findings.
- Coordinate with site and corporate public relations or international relations departments for tracking community social engagement and local donations.
- Assist as needed with any third-party sustainability audits and validation programs.
- Be proactive and committed to continuous improvement efforts. Perform other duties as assigned.

WORK EXPERIENCES

- Minimum of 4 years of experience supporting sustainable development efforts (Environmental and Social Governance; ESG), preferably in an industrial, manufacturing, and/or agricultural setting.
- Experience with third-party validation and auditing relative to sustainable development activities.
- Experience with management system-based risk analysis/ Materiality Assessments and target/objective setting.
- Experience with multi-site sustainability-based project management.

EDUCATION REQUIREMENTS

- Bachelor Degree in Environmental and Social Sustainability (ESS), Environmental Science, Engineering, Communication or related field from an accredited university is required.

ESSENTIAL CAPABILITIES (KNOWLEDGE, SKILLS, ABILITIES AND PERSONAL ATTRIBUTES)

- Knowledge of Sustainability / ESG in industrial / manufacturing organization.
- Experience with operational and facility improvements to meet energy, water, and waste objectives.
- Demonstrated ability to prioritize and balance short and long-term objectives.
- Strong verbal and written communication skills and the ability to represent business interests to internal team and 3rd parties.
- Proactive, self-directed, highly organized, and committed to continuous improvement.
- Proficient in Microsoft Office products (PPT, Excel, Word)

Letter of application accompanied by a Résumé, Police Record, recent transcript and two letters of reference should be submitted to:

Human Resources Manager
P.O. Box 29, Tower Hill, Orange Walk
Or email
HR.Belize@asr-group.com



DEADLINE FOR SUBMISSION OF APPLICATION FORM AND ALL REQUIRED DOCUMENTS IS MAY 19, 2022.