



**SCIENCE BASED TARGETS NETWORK**  
GLOBAL COMMONS ALLIANCE

## **Job Announcement**

### **Justice and Equity Lead**

**Location:** Global, remote position; timezone compatible with GMT-5  
**Reporting To:** SBTN Technical Director  
**Annual Compensation:** \$85,000  
**Contract Type:** Consultancy contracts or secondment preferred  
**Working Hours:** 32 hours/week  
**Term:** 1-year fixed term contract, possibility of extension

#### **Who we are:**

Led by a cooperative of environmental NGOs, the Science Based Targets Network (SBTN) is a global initiative empowering companies and cities to set ambitious, science-based targets to address their environmental impacts. SBTN is part of the Global Commons Alliance: a growing coalition of scientists, philanthropists, businesses, civil society groups, and innovators collaborating across the climate and nature communities and beyond. Its mission is to mobilize citizens, companies, cities, and countries to accelerate systems change and become better guardians of the global commons.

#### **Position Overview:**

SBTN is seeking an expert in justice and equity to lead research and development on integrating JEDI (justice, equity, diversity, and inclusion) principles into the SBTN target-setting framework.

This position will work with SBTN partners and broader stakeholders to determine the implementation of equitable approaches to allocation, access, target determination, and the inclusion of human rights and traditional knowledge into the target setting and implementation process. Building on SBTN's current work developing Stakeholder Engagement Guidance, this position will focus on determining the needs for safeguarding method application and enhancing method and validation requirements to create more equitable outcomes from setting SBTs for nature.

Reporting to the SBTN Technical Director, the Justice, and Equity Lead will serve as lead author on research reports and methods documents for external audiences and support the development and integration of an SBTN JEDI technical strategy for forward-looking method development and will collaborate on and input into the development of SBTN's JEDI policy including its influence on operational practices. In this role they will collaborate with SBTN's network hub, partner organizations, experts in JEDI, governance, and human rights, and individuals and communities traditionally underrepresented in corporate sustainability dialogues.

#### **Profile**

## **Experience and Qualifications:**

### Requirements:

- Completed PhD, JD, or Masters and 10+ years of work experience in the fields of environmental justice or related fields (e.g. environmental science, ecology) with a focus on justice, equity, and inclusion
- Expertise and experience in corporate sustainability.
- Expertise in core justice and equity concepts, including those related to distributive, representative, procedural, or intergenerational justice, human rights, and Free, Prior and Informed Consent (FPIC)

### Desired:

- Experience in conservation, community-based research and action, sustainable development, law, or finance.
- Excellent communication (written and speaking) in English with professional proficiency in other languages is highly desirable.

## **Skills and Desired Personal Traits:**

- Orientation toward pragmatic, actionable, and solution-oriented approaches to JEDI integration.
- Experience working with groups traditionally underrepresented in conservation, environmental sciences, or sustainability fields, including but not restricted to BIPOC, LGBTQ+, youth, and Global South communities
- Experience generating and leading primary research, including analyzing and synthesizing qualitative and quantitative data.
- Experience as lead author of grey or peer-reviewed literature in relevant fields.
- Possess strong written communication and speaking skills with an ability to engage diverse audiences, including both experts and generalists.
- Knowledge of science-based target setting and other related voluntary and mandatory frameworks.
- Effective and professional team player who can work across local stakeholders, technical, and end users.
- A dynamic self-motivator who can work independently and remotely; thriving in a fast-paced, growing environment.
- Excellent project and people management skills and attention to detail.
- Interest and ability to engage in other complementary work streams within the technical development community

## **To Apply for the Post:**

Please send a letter of application stating the skills and approach you would bring to the post with your resume (no photos) in strict confidence by email only to: Erin O'Grady at [erin.o@sciencebasedtargetsnetwork.org](mailto:erin.o@sciencebasedtargetsnetwork.org).

Please ensure that attachments are sent as PDF documents with the titles "your name cover letter" and "your name resume." Please put "Justice and Equity lead" in the email subject line. Also, please let us know where you saw the post advertised.

**The application deadline is September 30, 2024, but submissions will be evaluated as they are received. Interviews will take place remotely.**