

Position: Senior Advisor, Environmental, Social and Governance (ESG)
Reports to: Executive Vice President, Corporate Services and Chief Financial Officer
Dotted line to the President and Chief Executive Officer
Contract type: Indefinite, Full Time

The Chartered Professional Accountants of British Columbia (CPABC) is seeking a detail oriented, analytical individual with advanced written communication skills for the position of Senior Advisor, Environmental, Social and Governance (ESG). We are proud and honoured to have been recognized as one of BC's Top Employers for a fifth consecutive year in 2024. Come join a high performing and collaborative network of like-minded professionals by applying to the position.

Job Summary

Reporting to the Executive Vice President, Corporate Services and Chief Financial Officer, the Senior Advisor, ESG will be responsible for providing thought leadership, subject matter expertise, partnership, and guidance internally to CPABC, and externally to our members, students, government, and other external partners, on a wide variety of matters related to Environmental, Social and Governance (ESG) topics and considerations. This includes providing insight, strategic recommendations, and analysis of ESG initiatives, in particular how these relate to CPABC's regulatory role.

Key Responsibilities:

- Serve as the in-house subject matter expert on Environmental, Social and Governance (ESG) matters, supported through independent research, in-depth analysis and individual insight;
- In partnership with the Executive Vice President, Corporate Services, lead the development, implementation and evaluation of internal ESG strategies and programs;
- Provide forward-thinking thought leadership in the areas of ESG as it relates to CPABC's operations, policies and practices, to ensure CPABC meets or exceeds ESG commitments;
- Lead the adoption of best ESG practices in compliance with Sustainability Accounting Standards Board (SASB) standards under the Service – Professional and Commercial Services sector within CPABC;
- Lead the identification and reporting of material ESG issues on the annual report;
- Builds and develops relationships across different sectors and industries to support the collaborative action towards ESG initiatives;
- Monitors developments, both nationally and internationally, in the areas of ESG and ESG reporting, while providing technical expertise, analysis and subject matter support;
- Liaise with key stakeholders to promote and increase their awareness of and engagement with ESG initiatives while gaining buy-in for future initiatives;
- Research, analyze and monitor policy and legislative changes related to ESG issues and programs, with a focus on British Columbia and areas relevant to the accounting profession;
- Enables cross-functional work teams to communicate and educate members on ESG related topics and how CPAs can add value in this space;
- Ensure members, students and stakeholders are notified of relevant Canadian and BC-specific government initiatives, organizational prioritizations and reporting requirements that are aligned to the areas of ESG;
- Continually develop technical expertise in the area of ESG;
- Provides input into the development of professional practice resources and continuing education and professional development on the topic of ESG;
- Provide input to thought leadership efforts on ESG including support to the CEO for externally facing communications, and member communications;
- Advocate for ESG values and practices as the organization develops and enhances programs and strategies;
- Proactively review CPABC operations, policies and practices, identifying potential areas of action that may require an ESG lens;



- Prepare insights and analysis to provide guidance, direction and support on current / upcoming ESG topics and trends that may impact CPABC's operations;
- Other duties and responsibilities as assigned.

Key Requirements:

- Bachelors degree in Accounting, Human Resources, Sustainability or a related field; or equivalent experience;
- Chartered Professional Accountant (CPA) designation would be an asset, but is not required;
- Seven (7) plus years of experience in roles focused on environmental / climate change, social policy development, sustainability, governance, or a related field;
- Proven background in providing strategic direction and recommendations as pertains to ESG initiatives, with a particular focus on driving adoption and change;
- Sustainability and ESG Certificate would be an asset, but is not required;
- Advanced research and analysis skills with the ability to distill and convey information effectively;
- Excellent communication skills, both written and verbal, with the ability to connect to a wide audience;
- Strong ability to lead through influence along with adept consensus-building skills;
- Strong organizational skills with a high level of attention to detail;
- High degree of tact, diplomacy and professionalism;
- Ability to develop and maintain positive working relationships;
- Demonstrated problem-solving and critical thinking skills;
- Ability to deal with complex issues while providing practical solutions.

The starting annual salary for this position is \$110,000 – 125,000 per annum, based on candidates' qualifications, experience, and internal parity. Exceptions may be considered with further review.

If this job outline describes you, please email your **résumé** and **cover letter** to HRCPABC@bccpa.ca. This posting will remain open until filled. All applications will be reviewed as they are received.

Why join our team? CPABC offers a balanced and flexible work environment with a competitive compensation package for this exciting and challenging position. At CPABC we live our core values:

- *We Are Open*
- *We Work Together*
- *We Communicate*
- *We Improve Every Day*
- *We Are Professional*
- *We Laugh and Celebrate*

About CPABC

The Chartered Professional Accountants of British Columbia (CPABC) is the training, governing, and regulatory body for over 40,000 CPA members and 6,000 CPA students and candidates. CPABC carries out its primary mission to protect the public by enforcing the highest professional and ethical standards and contributing to the advancement of public policy. CPAs are recognized internationally for bringing superior financial expertise, strategic thinking, business insight, and leadership to organizations. CPABC is proud to have been presented with a fifth consecutive BC Top Employer award in 2024.