

**Job Title: Senior Sustainability Advisor**

**Location:** Remote

**Duration:** 6 to 12 month part-time contract, with possibility of extension.

**Who We Are**

We are Best in Governance, but our friends call us **BIG**.

BIG is an award-winning governance advisory firm, headquartered in Toronto, Canada, empowering Boards and Executive Teams to navigate today's complexity with customized, evidence-based solutions and modern governance tools.

As Canada's leader in modern, sustainable governance, we equip boards with practical, future-ready action that strengthens leadership, builds trust, and drives meaningful impact for organizations committed to better governance for people and planet.

**A BIG Opportunity**

BIG is seeking a passionate and strategic Senior Sustainability Advisor to help our clients advance their sustainability, ESG, purpose, and impact strategies. The ideal candidate has a proven record of designing and implementing ESG strategies that create economic value, strengthen governance, engage stakeholders and rights holders, and drive meaningful environmental stewardship and social outcomes.

In this role, you will work directly with Boards, executive leadership, and cross-functional teams to embed sustainability into strategy, risk, operations, governance, and culture, enabling organizations to lead responsibly and deliver long-term value.

**BIG Capabilities You'll Need****What You Have Done:**

- Developed and implemented comprehensive sustainability/ESG strategies aligned to organizational goals and evolving regulatory and market expectations.
- Led or contributed to materiality assessments, transition planning, climate disclosures, sustainability frameworks and performance measurement.
- Executed complex, multi-stakeholder projects with robust workplans, managed within defined timelines, resources, and budget parameters.
- Facilitated stakeholder and/or rights-holder engagement to gather feedback, promote transparency, and enhance understanding of sustainability initiatives.
- Prepared and presented reports on ESG performance, strategy, and risks to executive leadership and Boards, highlighting achievements, challenges, and opportunities.
- Led training and capacity-building initiatives to enhance sustainability literacy and foster a culture of responsible leadership.
- Experience integrating sustainability into governance frameworks, enterprise risk management, and strategy development is a strong asset.
- Experience with Indigenous engagement, regulated sectors, or advisory environments is a strong asset.

### **What Skills and Capabilities You Have:**

- 7–10+ years experience in ESG/sustainability, preferably within corporate, advisory, or regulated sectors.
- Strong understanding of ESG frameworks and reporting standards (ISSB/SASB/TCFD, GRI, UN SDGs, CSRD and emerging climate disclosure requirements).
- Exceptional research and analytical skills; ability to translate complex data into actionable insights.
- Advanced organizational and project management skills.
- Excellent collaborative skills with the ability to engage diverse internal and external stakeholders.
- Proven success managing multiple projects in fast-paced environments.
- Superior writing, storytelling, and presentation skills; able to simplify complexity for different audiences.
- Digitally literate and eager to innovate processes, including comfort with emerging digital and AI tools.
- Fluency in English; additional languages are an asset.
- Legally eligible to work in Canada.

### **BIG Soft Skills We Value**

- Self-starter with strong initiative; moves projects forward independently.
- Client-first mindset; proactive, reliable, and committed to exceptional service.
- Sound judgment, discretion, and maturity; communicates thoughtfully and represents BIG professionally.
- Politically and culturally savvy communicator with strong emotional intelligence; able to navigate sensitive issues, maintain trust, and facilitate balanced, constructive dialogue.
- Detail-oriented and highly organized; manages multiple priorities with accuracy and care.
- Collaborative, kind, and culturally aware; contributes to an inclusive team culture.
- Curious critical thinker; embraces continuous learning, especially around emerging sustainability, governance, and digital trends.
- Unwavering integrity; protects confidential information and acts with ethics.
- Purpose-driven; passionate about sustainability and positive environmental and social outcomes.

### **Why you'd want to go BIG**

We embrace a culture that gives you the freedom to innovate, influence decisions, and build meaningful work.

Our team is as unique as our projects. We know that one size does not fit all, and the way the world works is rapidly changing. Your purpose-led work will be tailored to you. We offer remote work, flexible hours, and customized arrangements that support creativity, autonomy, and your personal lifestyle.

We think BIG by bringing together diverse backgrounds, experiences, and perspectives. Creating a culture where everyone feels valued, respected, and empowered is a core priority. We are committed to maintaining a workplace that is diverse, anti-racist, inclusive, accessible, merit-based, and equitable.

We are the curious... the analytical... the revolutionists... those who say, "Challenge accepted"! No shrinking violets here as we challenge how the world works and strive to provide superior service.

We want to learn... all. the. time. We support diversity of thought, new opportunities, and knowledge building. Regardless of how we work, we show up as professional team players who are receptive to feedback and committed to excellence.

We provide equal opportunities for all applicants and strive to ensure an inclusive and accessible recruitment and employment experience. If you require accommodation at any stage of the process, we will work with you to meet your needs.

**How to apply**

Please email your resume and cover letter to [jobs@bestingovernance.com](mailto:jobs@bestingovernance.com) with the subject line: "Sr. Sustainability Advisor Position."

Make sure to attach both documents in a commonly used format, such as PDF or Word.

We look forward to reviewing your application!

JOB POSTING WILL BE CLOSED JAN 15, 2026.