

## ESG SPECIALIST (P3)

**This is a historic space in time for ISA as it steers the global energy transition. Do you see yourself leading and shaping the global ESG Support Program for ISA? Can you envision transformation by supporting ISA's stakeholders in their quest to lock in emissions for decades (to come) through the ESG deployment efforts? Then this exceptional opportunity may be for you.**

**TITLE: ESG Specialist**

**GRADE: P3**

**DURATION: Two (2) Years, Renewable Contract**

**DUTY STATION: Gurgaon, India.**

### Your New Organisation

The International Solar Alliance (ISA) is an international organisation, co-founded by France and India. The ISA is a 116-member-state organisation, headquartered in Gurgaon, National Capital Region of India. At ISA, we strive to transition and transform the energy sector from a fossil-based to a zero-carbon solar energy source. We are establishing a dedicated cooperation platform among solar-rich countries where the global community, including bilateral and multilateral organizations, corporates, industry, and other stakeholders, can positively contribute to the solar energy transition. We are helping our Member States meet their energy needs in a safe, convenient, affordable, equitable, and sustainable manner.

### Your New Role

Reporting to and working under the supervision of the Chief of Resource Mobilisation (or a designated officer), the ESG Specialist will deliver breakthrough ESG solutions that address ISA's member country needs -- so they can better succeed with their energy transition agenda. This role will empower developers, investors, and donors to build sustainable financial and social value by providing high-quality ESG data, analytics, and insight. The ISA stakeholders rely on our expertise and information/expertise/capital to help them make informed environmental, Social, and Governance decisions with their Solar investments. This role will also maintain and provide a deeper understanding of the new/existing ESG

policies and regulations that may impact ISA's projects/Programmes across the various project implementation sites internationally. The role will also provide assessment expert advice, develop policies, and coordinate information to the National Focal Points within our SIDS and LDC member countries as they implement their solar projects/initiatives.

## Responsibilities

Working as part of the ISA's proactive Resource Mobilisation team:

- Create and roll out a full ISA-ESG product suite that is agile and market-fit with the changing times in energy transition.
- Provide ESG advisory services to all relevant stakeholder groups. This role would include direct interaction with Solar developers, investors, and entrepreneurs and would include support with proposal development.
- Design protocols for the management, collation, validation, calculation, and aggregation of ESG data for reporting.
- Support ISA's Renewable Energy (RE) investment/development clients by efficiently integrating ESG solutions into their investment and stewardship processes.
- Conduct audits of ESG-related policies, programs, and certificates. Undertake assessments of existing and emerging institutional issues relating to deploying ESG mechanisms (in the ISA Member countries) to provide solutions.
- Proactively communicate and educate developers, entrepreneurs, and all relevant stakeholders (including member state NFPs) on the ESG reporting frameworks such as GRI, SASB, UN PRI, and TCFD.
- Assess/review/manage and report on the deliverables, including Sustainability / ESG and materiality assessments. Ensure ESG readiness for all RE investment projects.
- Identify and develop ESG frameworks for all ISA programs (e.g., sustainable agriculture, solar parks, rooftops, mini-grids, solar pumps, and solar home systems).
- Support research and peer benchmarking to support strategic planning goal/target setting to facilitate conversations with all relevant stakeholders.
- Standardize all ISA's business operations and establish clearly documented ESG policies and protocols.
- Deploy appropriate ESG software, keeping in line with the latest developments within the ESG best practice standards.
- Guide the Programmatic leads on developing ESG advice, reflecting international, regional, and national best practices. This may include but is not limited to developing country-specific policies, assessing sector development plans and renewable energy policy environments, and developing readiness criteria for projects financed by bilateral and multilateral agencies.

- Any other responsibility assigned by ISA from time to time.

## What you will need

### Education

- Advanced university degree (Master's or equivalent) in Engineering, law, environmental sciences, business administration, economics, or technology.
- A first-level university degree in combination with 4 additional years of qualifying relevant experience may be accepted in lieu of an advanced university degree.

### Experience

#### Required

- A minimum of 12 years of relevant experience supporting client needs (preference will be given to candidates with experience within the renewable energy sector/environment management).
- Experience developing ESG reporting frameworks/policies and engaging with investment agencies, financial institutions/MDBs/government agencies, and regulatory bodies will be highly regarded.
- Must have at least 4 years of experience at a P2 level (or equivalent) within the UN/Multilateral/MDBs/Private Sector
- A solid understanding of the ESG reporting and disclosures and the role played by ESG data.
- A solid understanding of the ESG software
- Highly organized and results-oriented with validated experience running cross-enterprise reporting processes
- Must possess up-to-date knowledge of the global standards relating to socially responsible/ESG investing and reporting, including but not limited to UN SDGs, GRI, CDP, and SASB
- A broader understanding of the political reasoning behind the country needs.
- A strong expertise in building rapport across businesses and corporate functions to influence process or policy changes
- Ability to independently conduct research and analysis, formulate options, and present conclusions and recommendations.

- Demonstrated ability to analyse, evaluate, and overcome regulatory risks and produce relevant reports for the ISA management and all relevant stakeholders.

### Desirable

- Relevant experience working within the renewable energy sector, decentralized solar applications, or access to energy issues in Small Island Developing States and/or Least Developing Countries.
- Relevant experience of working with funding institutions.
- Demonstrable experience in the field of renewable and/or solar energy.
- Experience having worked in or with UN agencies/MDBs or DFIs.
- Previous experience working on partnerships/resource mobilization with an international agency.

### LANGUAGE AND IT SKILLS

- As English is the official and working language of the Organization, excellent command of both written and spoken English is required.
- Knowledge of other languages (i.e., French, Spanish, and Arabic) would be an advantage.
- Good skills in Outlook, MS Office products, and various ERP systems is highly desirable.

### ISA COMPETENCIES

#### PROFESSIONALISM

Shows pride in work and achievements; demonstrates professional competence and mastery of subject matter; is conscientious and efficient in meeting commitments, observing deadlines, and achieving results; is motivated by professional rather than personal concerns; shows persistence when faced with complex problems or challenges; remains calm in stressful situations. Takes responsibility for incorporating gender perspectives and ensuring the equal participation of women and men in all work areas.

#### COMMUNICATION

Speaks and writes clearly and effectively; Listens to others, correctly interprets messages from others, and responds appropriately; asks questions to clarify and exhibits interest in having two-way communication; tailors language, tone, style, and format to match audience; demonstrates openness in sharing information and keeping people informed.

#### **PLANNING AND ORGANIZING**

Ability to plan and organize assignments. Identifies priority activities and assignments; adjusts priorities as required. Allocates appropriate amount of time and resources for completing work. Uses time efficiently. Demonstrates a high degree of autonomy in the discharge of assignments.

#### **TEAMWORK**

Works collaboratively with colleagues to achieve organizational goals; solicits input by genuinely valuing others' ideas and expertise; is willing to learn from others; places team agenda before personal agenda; supports and acts per final group decision, even when such decisions may not entirely reflect own position; shares credit for team accomplishments and accepts joint responsibility for team shortcomings.

#### **LEADERSHIP**

Proven ability to lead teams of diverse staff; train and develop staff; successfully counsel and conduct performance management; provide vision and direction to a team and lead the team to undertake innovative work.

#### **Your Place of Work (if successful with the recruitment process)**

This role will be based out of the Secretariat of the ISA, Gurgaon, Haryana State, or at the ISA's facility in Delhi, India, or any other facility deemed necessary by the ISA.

#### **Your pay and benefits**

The ISA offers a competitive remuneration package (salary and benefits) guided by the UN Common System; the ISA aims to become an employer of choice. Consequently, ISA offers competitive salaries and benefits.

At ISA, we value a diverse, inclusive workforce and provide an equal employment opportunity for all our employees and applicants. We will consider all qualified applicants without regard to an individual's race, colour, gender/gender expression/orientation, and religion.

The ISA seeks to obtain and retain a staff reflecting its geographical representation and diversity and primarily prefers and recruits staff from its member countries. The ISA maintains a retirement age of 65 years.

**Applications close: 20 November 2023 at 12 midnight IST**

Please apply in confidence by emailing [careers.isa@talenttribeconsulting.com](mailto:careers.isa@talenttribeconsulting.com) Your application should include a cover letter of no more than 2 pages and your CV. Further information on the recruitment process, the guidelines, etc., can be found under the weblink: <https://isolaralliance.org/careersatisa/vacancies>

\* <https://info.undp.org/gssu/onlinetools/SalCalcLocal/SalCalcLocal.aspx>