



SUSTAINABLE FORESTRY INITIATIVE

SFI-00001

Position: Chief Sustainability and Diversity Officer

Supervisor: President and CEO

Location: Washington, DC or Ottawa preferred, but flexible in U.S. or Canada

Status: Full-time, Exempt from Overtime

At the [Sustainable Forestry Initiative](#)[®] Inc. (SFI), we believe that sustainable forests are critical to our collective future. SFI[®] is a sustainability leader through our work in **standards, conservation, community, and education**. As an independent, non-profit organization, we collaborate with our diverse network to provide solutions to local and global sustainability challenges. SFI works with the forest sector, brand owners, conservation groups, resource professionals, landowners, educators, local communities, Indigenous Peoples, governments, and universities. SFI Inc. is governed by an independent three-chamber board of directors representing environmental, social, and economic sectors equally.

SFI is committed to a program of tangible actions and continuous improvement that embeds diversity, equity, inclusion, and accessibility within our organization, across our standards, conservation, community and education pillars, and throughout our network. Read more about [SFI's DEI Policy](#).

The Chief Sustainability and Diversity Officer will work across the entirety of the organization to advance sustainability through forest-focused collaborations and to elevate DEI in our programmatic work and within our organization. This position will be a member of SFI's Senior Leadership Team.

We recognize that some candidates may have strengths in one of the position's core areas but not both. We will also consider applications that focus on either Sustainability or Diversity, rather than the combination; if you prefer that your candidacy be considered in this way, please specify in your application.

ESSENTIAL JOB FUNCTIONS:

Reporting to the President and CEO, and working collaboratively with other members of our diverse and multidisciplinary team, you will:

1. Serve as the internal and external champion for SFI's strategic initiatives on sustainability and diversity.
2. Assess and evaluate SFI's current sustainability and diversity footprints to identify priorities and metrics, ensure interconnectedness of SFI's pillars of work relative to sustainability and diversity, and strengthen SFI's credibility among key influencers and potential partners.
3. Implement Environmental, Social, and Governance (ESG) criteria, interfacing with SFI certified organizations, customers, investors, and rating agencies, and identify revenue opportunities to support the ESG program. Review and evaluate reporting and tracking opportunities for relevant working groups and certified organizations.
4. Oversee DEI efforts internally and promote the same within the SFI network. Examine our operations, workplan, governance, and external relations through a DEI lens empowering staff to grow their ownership of areas in their respective pillars/activities. Review and evaluate reporting and tracking opportunities for relevant working groups and certified organizations.
5. Support the CEO in elevating SFI sustainability presentations and messages with key constituents. Identify opportunities and (as requested) join the CEO in key meetings related to these themes.
6. Lead cross-programmatic collaboration on policy development and execution of strategic initiatives relating to sustainability and diversity.
7. Provide strategic vision and guidance on communications, narrative and strategy related to sustainability and diversity, with support from our Communications team.
8. Operate as an external spokesperson and speaker on sustainability and diversity issues, representing SFI with coalitions, press, certified organizations, customers, investors and other strategic partners.

SUPERVISORY RESPONSIBILITIES:

This position will be supported by the Senior Leadership Team with direct report(s) based on workplan targets and level of experience.

PHYSICAL DEMANDS:

Physical requirements include ability to work from a desk for prolonged periods of time; occasional lifting/carrying of up to 15 pounds. Subject to sitting, standing, reaching, walking, twisting, and kneeling to perform the essential functions.

WORK LOCATION/TRAVEL REQUIREMENTS:

Preference will be given to candidates within commuting distance of either SFI's U.S. office in downtown Washington, DC or SFI's Canada office in Ottawa, Ontario. However, full-time remote candidates located elsewhere in the U.S. and Canada will be considered. For full-time remote candidates, regular travel to SFI's offices will be required when in-person business functions resume. Regardless of work location, travel within the US and Canada, up to 25% of the time, is expected.

This position operates in a professional office environment. This role routinely uses standard office equipment such as computers, phones, and printers.

QUALIFICATIONS/PERSONAL CHARACTERISTICS:

The ideal candidate will bring:

1. Over 12 years of experience in advancing sustainability and building diverse workforces.
2. Strong commitment to sustainability, inclusion, and equity.
3. Understanding of natural resource management and environmental sector.
4. Proven track record of establishing strategic partnerships, designing and implementing effective and culturally sensitive equity and inclusion initiatives and practices, and supervising staff to achieve results.
5. Competence and comfort with constructively addressing conflict and facilitating discussions with multiple perspectives and discretion.
6. Superior written and verbal communications skills and willingness to be externally facing.
7. Track record for managing multiple complex projects in a fast-paced environment, handling tasks with diplomacy, tenacity, patience, and a drive for results.
8. Excellent organizational skills with attention to detail and the ability to effectively plan, analyze, and meet deadlines.
9. A sound work ethic with the ability to act both independently and as part of a team.
10. Proficiency with Microsoft Office suite (particularly Outlook, Word, Excel and PowerPoint).

HOW TO APPLY

To apply for this position, email a resume and cover letter to the attention of Kathy Abusow, President and CEO, at careers@forests.org. Subject line should say "Application: Chief Sustainability and Diversity Officer". Applications will be accepted until November 12, or until the position is filled.

SFI Inc. is proud to provide our employees with a collaborative, dynamic, and rewarding professional experience, with a competitive compensation and benefits package and growth opportunities. We are committed to creating a diverse environment and being an equal opportunity employer. Our team represents a broad range of cultures, education, disciplines, and work and life experiences, and we strive to leverage these differences in our daily work. We will not discriminate against any employee or applicant on the basis of race, color, national origin, religion, age, gender, gender identity or expression, sexual orientation, disability, or any other protected characteristic. We believe in creating an empowered and supportive team that is committed to advancing sustainability through forest-focused collaborations. Learn more about [SFI Staff Culture](#).