



# Sustainable Business & Climate Tech Job Search Resources



**EDGE**

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Global Environment (EDGE)

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# Part I: Exploring the Options

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# Career landscape

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Lots of buzzwords...

climate tech  
purpose-driven business  
energy strategy  
conservation  
biodiversity  
climate finance  
stakeholder engagement  
green brands  
campus sustainability  
circular economy

climate strategy  
ESG investing  
social entrepreneurship  
impact investing  
B corporations  
corporate sustainability  
climate adaptation & resiliency  
venture philanthropy  
sustainability consulting  
energy policy  
sustainable agriculture  
carbon markets  
energy transition  
conservation finance  
energy access

corporate social responsibility (CSR)



# Lots of buzzwords...



## Takeaways for job seekers:

1. If you are interested in combining your business skills with your passion for environmental and/or social change, there are lots of possibilities.
2. There are full-time roles working on these issues.
3. There are ways to incorporate these themes into lots of other “traditional” business roles.

# Example job titles

## Corporate Sustainability / Corporate Social Responsibility

### *Example Roles*

- Manager of Sustainability & ESG, **JetBlue Airways**
- Environmental Program Manager, **Apple**
- Sustainable Materials & Innovation Program Manager, **REI**
- Global Impact Partnerships Manager, **Facebook**

## Finance & Investing

### *Example Roles*

- VP, Global Sustainable Finance, **Morgan Stanley**
- Investment Officer, **Grantham Environmental Trust**
- Investment Director, Mission Related Investing, **Cambridge Associates**

## Consulting

### *Example Roles*

- Lead Associate, Renewables & Environment, **Booz Allen Hamilton**
- Sustainability Consultant, **ERM**
- Consultant, **The Context Network**

# Example job titles

## Marketing

### *Example Roles*

- Brand Manager - Better For You Portfolio, **Danone**
- VP, Marketing, **Ripple Foods**
- Marketing Director, **charity: water**
- Social Media Marketing Intern, **Inspiring Capital**

## Nonprofit Leadership

### *Example Roles*

- State Director, **The Nature Conservancy**
- Dir. of Governance & Global Partnerships, **C40 Cities Climate Leadership Group**
- Senior Director, Climate-Resilient Food Systems, **EDF**

## Entrepreneurship / Venture Capital

### *Example Roles*

- Co-Founder, **The Climate Board**
- Founder, **Goodr Food Waste Solutions**
- Managing Partner & Co-Founder, **Wireframe Ventures**
- VP, **Agriculture Capital**

## Supply Chain

### *Example Roles*

- Director, Secondary Packaging, **AB InBev**
- Sr Sustainability Manager, North America Supply Chain Innovation, **Nike**
- Global Procurement & Sustainability Director, **AB InBev**



# Example job titles

## Science & Engineering

### *Example Roles*

- Energy & Sustainability Researcher, **ICF**
- GIS and Research Intern, **World Wildlife Fund**
- Product Manager, Vehicle Management, **Rivian**
- Senior Scientist & Data Visualization Specialist, **Indigo Ag**

## Energy Management

### *Example Roles*

- Energy & Sustainability Manager, **Cisco**
- Energy Manager, **CBRE**
- Data Center Energy Program Manager, **Meta**

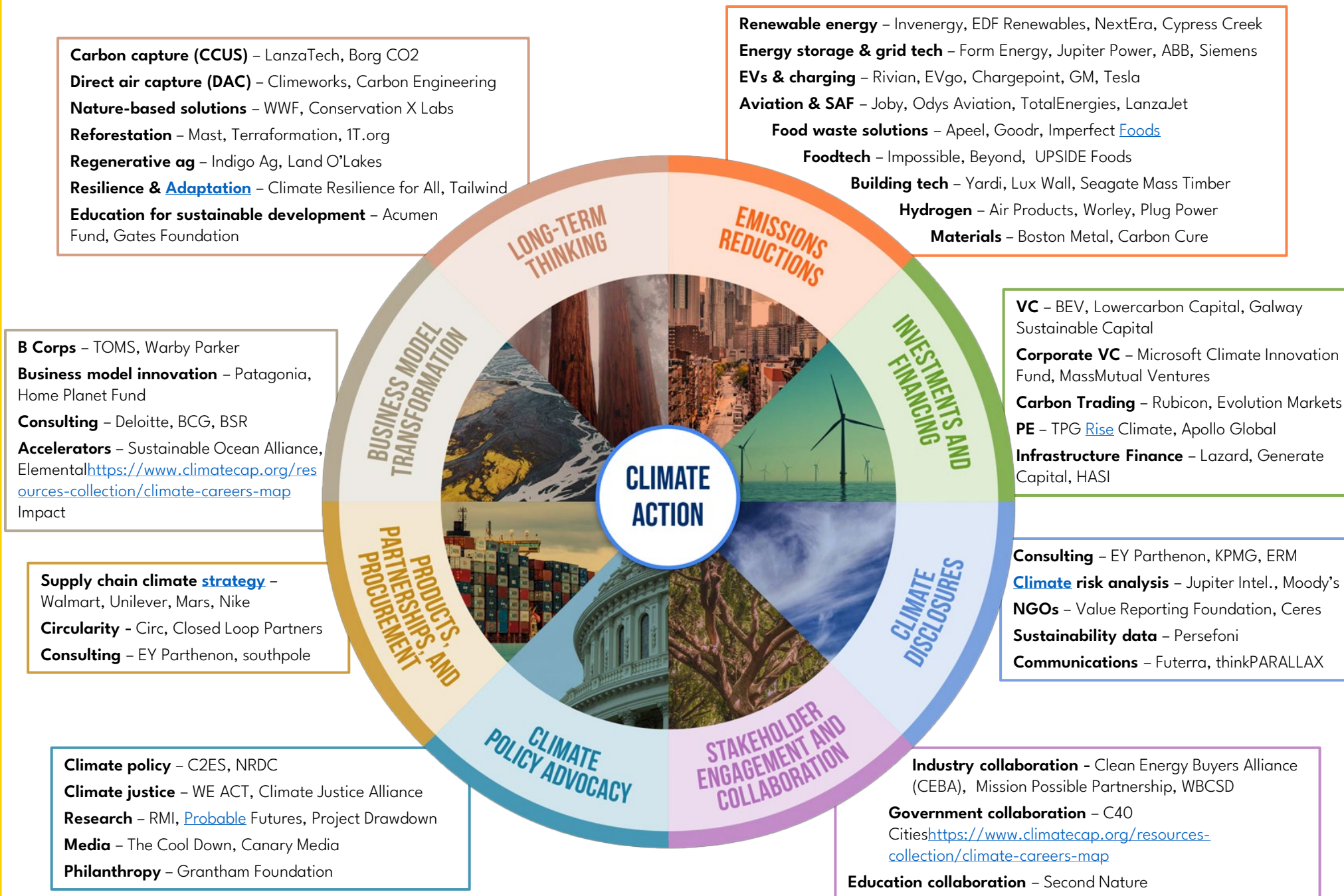
## Policy

### *Example Roles*

- Senior Consultant, Policy Advisory & Research, Sustainable Energy Use, **DNV GL**
- Program Director, Southeast Policy, **Energy Foundation**
- Senior Advisor for Environmental Justice, **NYC Mayor's Office of Climate Policy**

(and lots of others, too, of course)

# Careers in Climate Action: Example Employers



Note: this list is a set of illustrative examples; it is not a comprehensive list. Many companies have activities in more than one category above. Many other employers exist.

Sources: Climate Action graphic from [“Climate Solutions at Work”](#), Project Drawdown, 2023. Employers added by the [ClimateCAP Initiative](#), Fuqua School of Business, Duke University, 2025.

# Thinking through your options

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# Sustainable Careers Matrix

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## ORGANIZATION

Do you want to work in a “**traditional**” business organization (Fortune 500 corporation, consulting firm, investment bank)? Or, do you want to be working for a company or nonprofit whose core product or service is **sustainability-oriented** (ie, part of the mission)?

## ROLE

Do you want your role to be in a “**traditional**” business function like marketing, strategy, finance, accounting, or supply chain management? Or, do you want your job title and function within the organization to be **sustainability-oriented**?

(Next slide: See how these intersect, with examples.)

# Sustainable Careers Matrix

		ORGANIZATION	
		“Traditional”	Sustainability-Oriented
ROLE	“Traditional”	<b>Examples</b> <ul style="list-style-type: none"><li>• Finance Planning Manager, <i>Nike</i></li><li>• Solutions Lead, Data &amp; Analytics, <i>Google</i></li><li>• Consultant, <i>Deloitte</i></li></ul>	<b>Examples</b> <ul style="list-style-type: none"><li>• Associate Brand Manager, <i>Ben &amp; Jerry’s</i></li><li>• Senior Supply Planner, <i>Patagonia</i></li><li>• Business Development, <i>Form Energy</i></li></ul>
	Sustainability-Oriented	<b>Examples</b> <ul style="list-style-type: none"><li>• Manager, Sustainable Innovation, <i>Gap Inc.</i></li><li>• Head of Sustainability &amp; ESG, <i>Darden Restaurants</i></li><li>• Senior Manager Community Engagement, <i>Timberland</i></li></ul>	<b>Examples</b> <ul style="list-style-type: none"><li>• Director, Carbon Dioxide Removal Fund, <i>ClimateWorks Foundation</i></li><li>• Sustainability Consultant, <i>ERM</i></li><li>• Sustainable Enterprise Program Manager, <i>World Resources Institute</i></li></ul>

# 5 key questions to ask yourself

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## 1. Impact

- What kind of impact do you want to have? What issue do you want to work on?

## 2. Sector

- What kind of organization do you want to work for? (nonprofit, government, large company, small company, B corp)

## 3. Industry

- What industry do you want to focus on?

## 4. Role

- What kind of work do you want to do in the organization?

## 5. Geography

- Do you have a geographic focus?





# Getting started: Advice for students

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# Advice for undergraduate students

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- Decide what *issue* you are most interested in (climate? energy? human rights? environmental justice?) and start in any role with an organization that is working on this issue
  - You will build skills over time
  - Working close to the issue will help you understand who the players are, where the levers of change are
- Build experience with internships, school projects, volunteer activities
- For entry-level jobs, look for job titles with “Analyst” or “Coordinator” in the title
  - Expect to be in the role only 1-2 years; accept that the work may not sound exciting; learn what you can and move up



# Helpful perspectives

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- [“Designing a career that matters: Advice to the incoming class”](#) by Dan Vermeer
  - [“What does a ‘head of sustainability’ actually do?”](#) by Sarah Drumm
  - [“The 4-Step Guide to Starting a Career in Sustainability for Undergraduates”](#) by Trish Kenlon, Sustainable Career Pathways
  - [Careers article series](#), Trellis.net
- > and, see more for [learning about career options](#)

# Part II: Navigating the Job Search

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# Job search strategies & tips

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# Conducting the search

## ❖ Network.

- ❖ *There's no shortcut. More than half of sustainability professionals have their current job as a result of a conversation (not a job posting). Spend most of your job search time building your professional network and reaching out for conversations.*

## ❖ Fill gaps in your skillset.

- ❖ *To be a great candidate, do you need industry experience? Subject matter expertise? Skills like financial analysis, marketing, or lifecycle analysis? Look for opportunities to fill gaps with classes, volunteer activities, internships, consulting projects, or extracurricular activities.*

## ❖ Embrace the diversity of your background.

- ❖ *Most sustainability professionals have worked in more than one sector (private sector, government, NGO). Many have moved between skillsets (eg, marketing, policy, data analytics, science, communications). Don't worry if you have an unusual background; tell a story that helps connect the dots (while also finding ways to fill gaps).*





# Conducting the search

- ❖ Create structure for your search.
  - ❖ *It's easy to spin your wheels. Identify 30 organizations you'd like to work for, and develop a plan for networking with each one. Create realistic and achievable goals for yourself (for example, "Reach out to three contacts this week" or "Complete five informational interviews before the end of the month").*
- ❖ Gather a support team.
  - ❖ *It's hard to stay positive when you feel like you're in this alone. Teaming up with a small group of students or fellow job seekers with similar interests can help. Compare notes, check in, hold each other accountable.*



# Conducting great “coffee chats”

- Goal: Learn what’s it like to work in this industry/role
  - Why did you choose this industry/role/company after you finished your MBA vs. another one? What do you find most rewarding about your current role? What’s your day-to-day job like? What skills are you most using? (quantitative vs. “soft” skills?) Where do you see your own career going next?
- Goal: Learn how to be a strong candidate
  - If I hoped to join your team two years from now, what skills and experiences would make me stand out as a candidate? What would be the most valuable experience I could gain between now and then?
  - I’ve been thinking about taking classes on XXX topics (or signing up for XXX project); does that seem like a good strategy?
  - What conferences do you recommend? What blogs do you read?
- Goal: Get a foot in the door with a project
  - What’s the most interesting sustainability/climate/policy/competitive challenge that your industry is wrestling with right now?
  - If time/resources were available, is there a project that you wish you had help to work on right now? Is there an issue you wish you had more research on?

## Tips:

Read up in advance  
Be sincerely interested  
Ask for advice, not a job  
Respect their time  
Follow up



# Tips for applying

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- ❖ Focus on your transferrable skills.
  - ❖ *It's okay if you haven't worked in sustainability previously. What skills from your past experience translate to this role – eg, project management, budgeting, data analysis, marketing strategy, report-writing, policy analysis?*
- ❖ Focus on the employer's need; use their terminology.
  - ❖ *What are the business drivers for this initiative/project/program? How does the employer define impact? Does the role include both social and environmental issues? Demonstrate that you understand what they need.*



# Tips for applying (continued)

- ❖ Passion is important... but not a differentiator.

- ❖ *You're passionate about the mission, but so is every other candidate. How have you turned your passion into actions?*

- ❖ “Show, don’t tell.”

- ❖ *Use specific examples to back up your assertions of skills and interests. “I am a good communicator as evidenced by...”*

- ❖ Be ready to “make the business case” for sustainability.

- ❖ *In an interview, you might be asked: “How does sustainability/climate action translate into business value for our company? Why should we care?” Be prepared with an answer in the company’s specific industry context. Different companies care about sustainability for different reasons.*





# When sustainability is not in your job title

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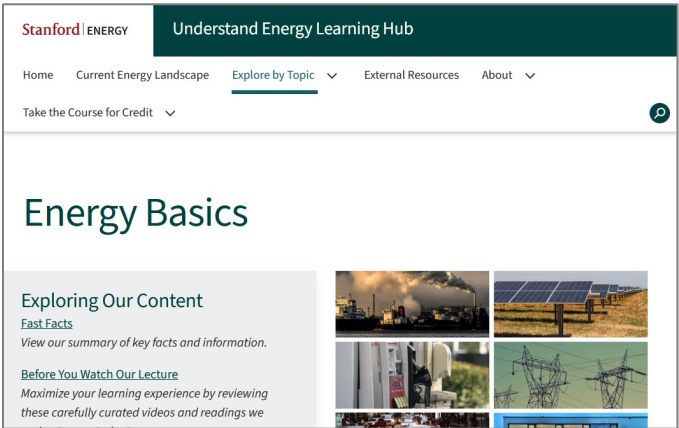
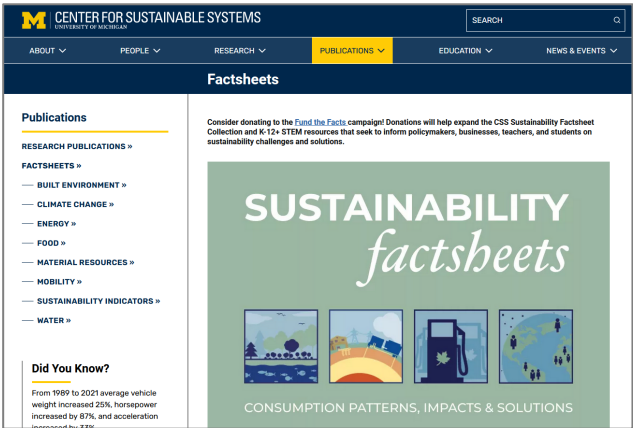
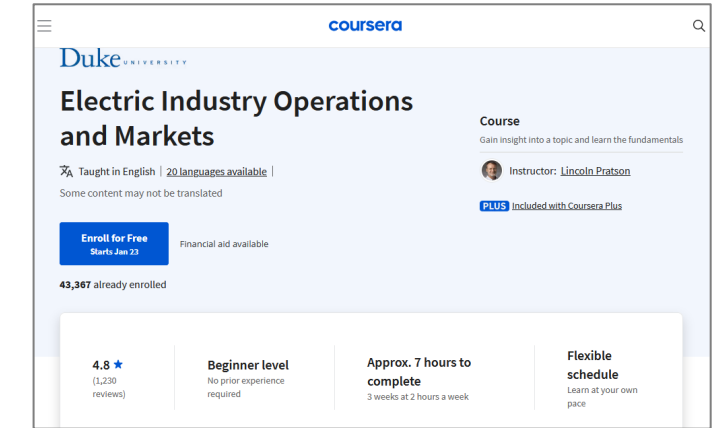
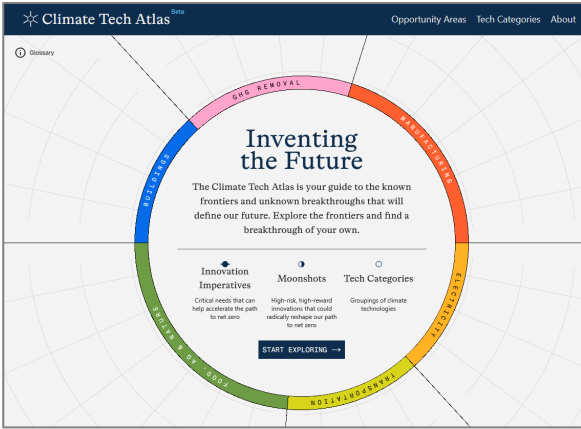
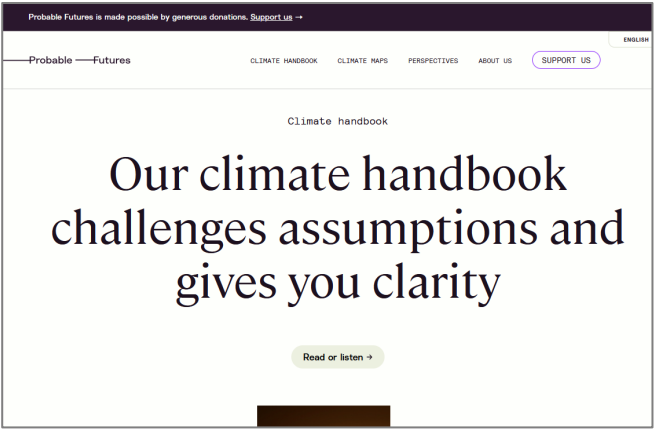
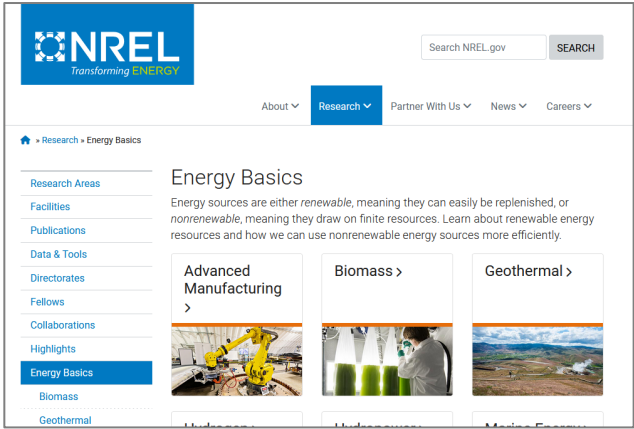
- Think about the points of intersection between your business unit/role and social/environmental impact.
  - Where are the material impacts?
  - What levers of change do you have?
  - What resources do you?
- Join employee engagement efforts in your office (recycling/ volunteering initiatives, “green team,” diversity task force).
- Outside of work, join the board of a nonprofit in your interest area.
- Volunteer, ideally in a skills-based role. Can you help a nonprofit organization with their marketing strategy or financial management?
- Think long-term. What is your sustainable business dream job 5 years from now? What skills & experience do you need to get there?

# Job search resources

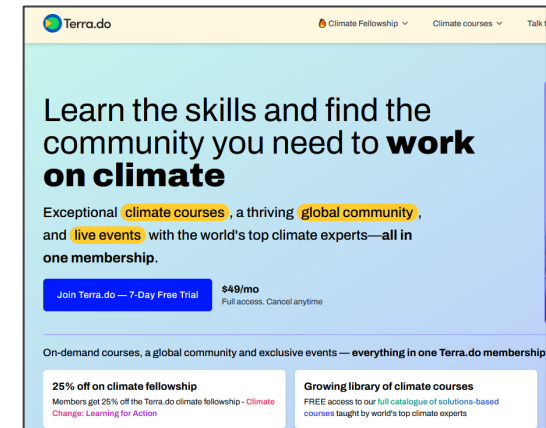
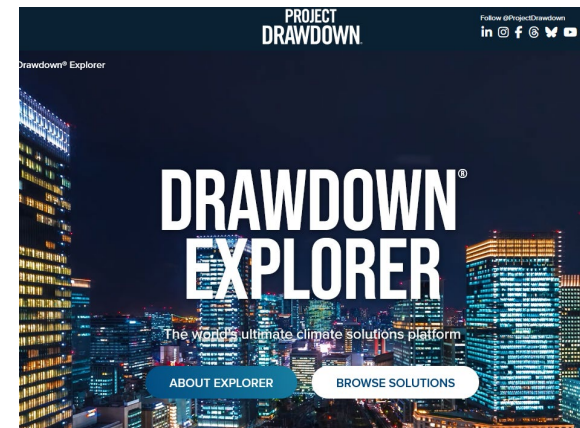
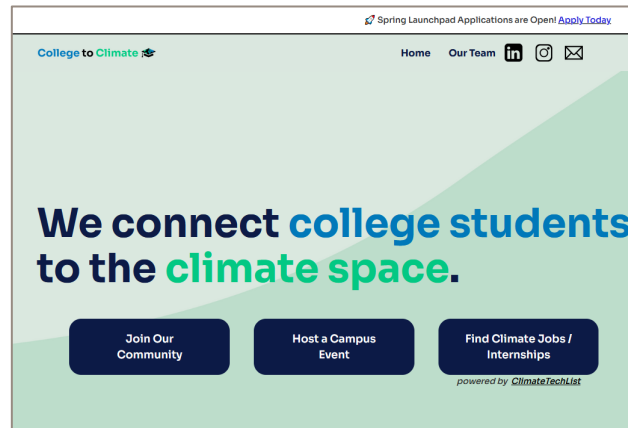
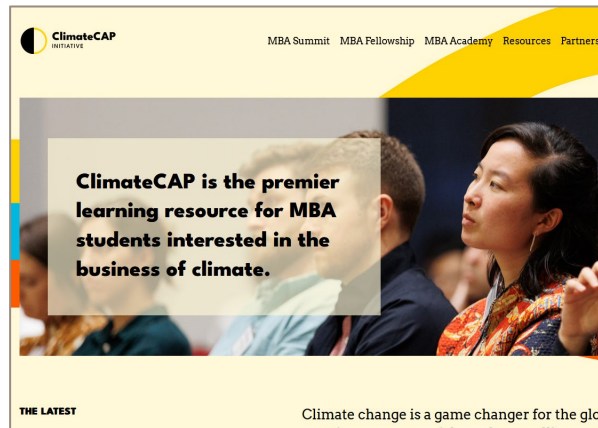
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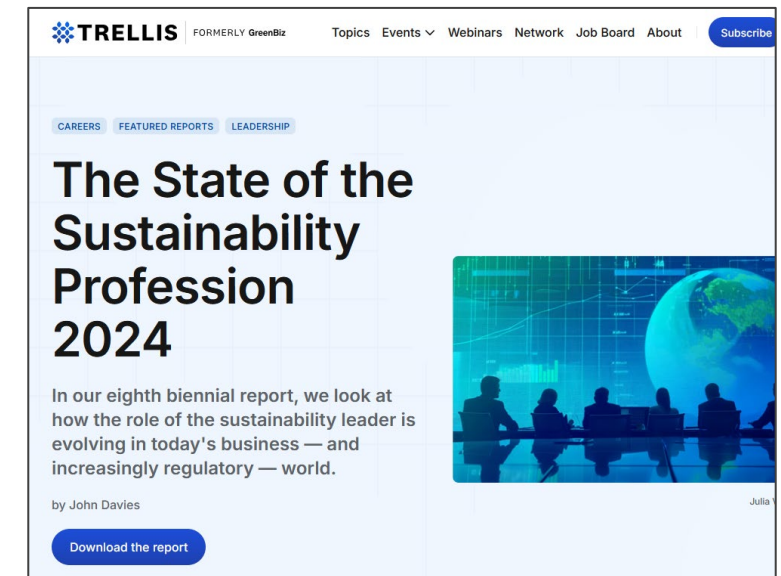
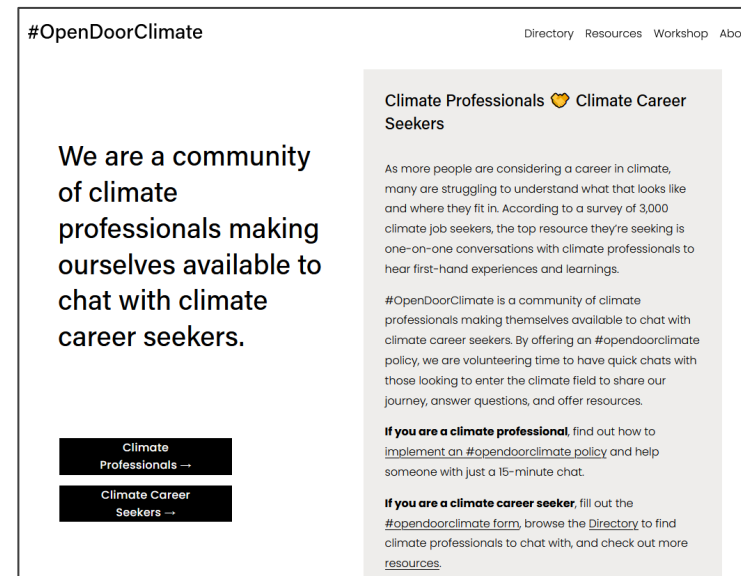
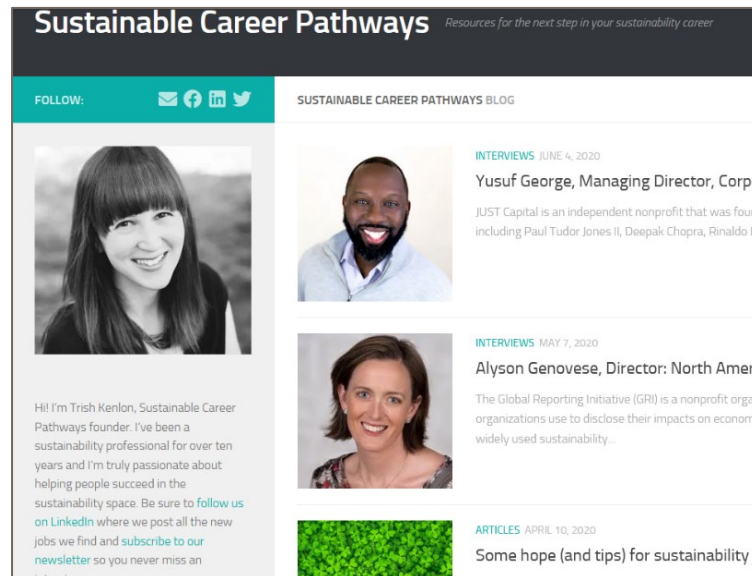
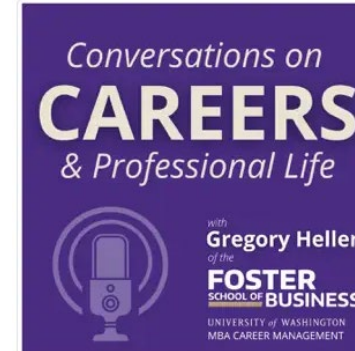
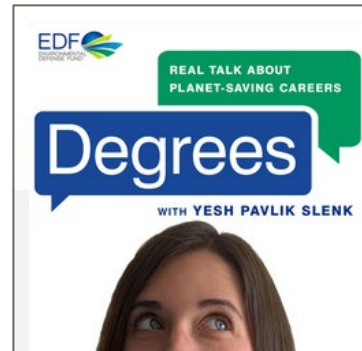
# Learning about energy & climate



# Learning about climate & business

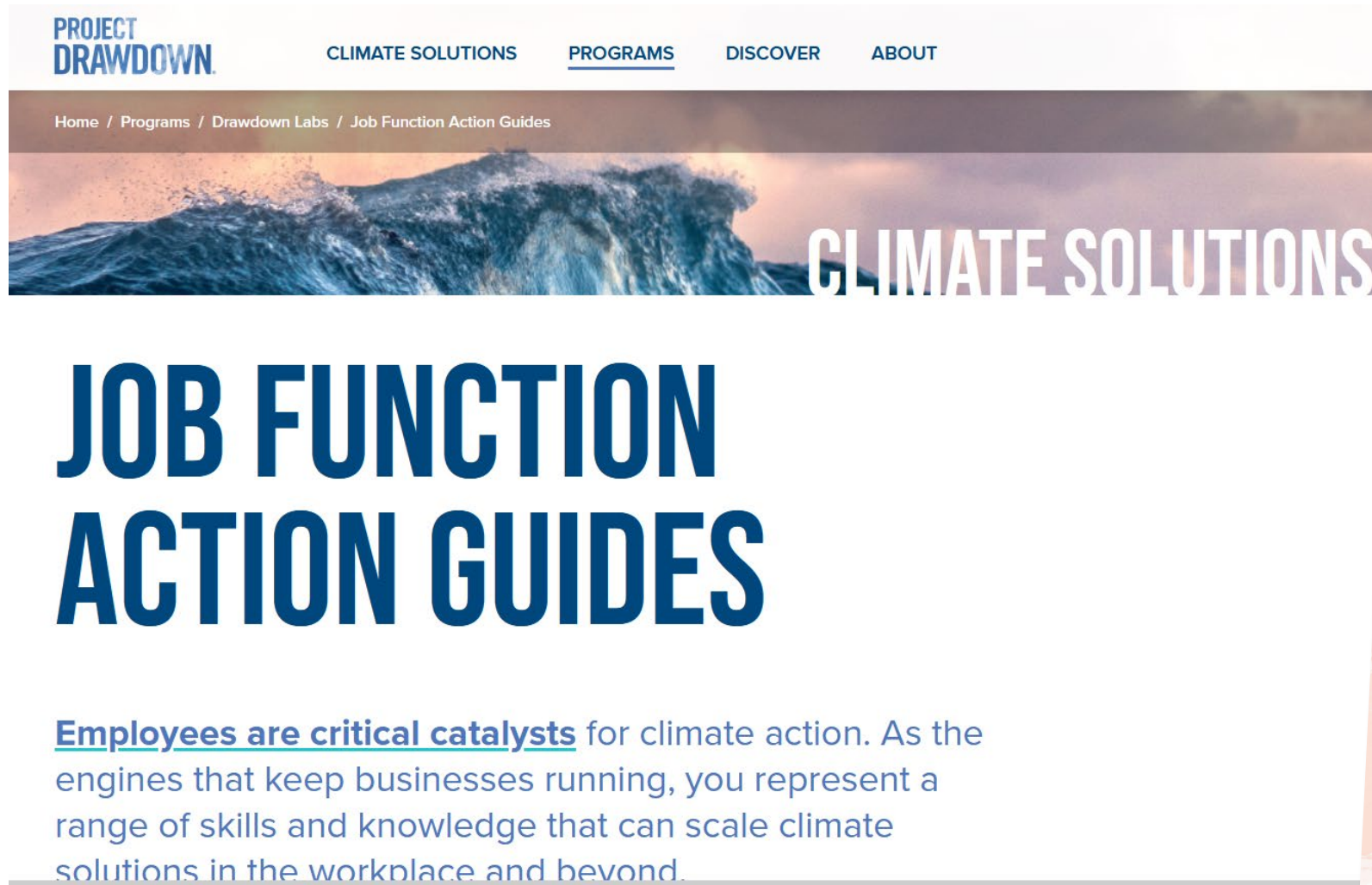


# Learning about climate career options





# “Every job is a climate job”



PROJECT  
DRAWDOWN

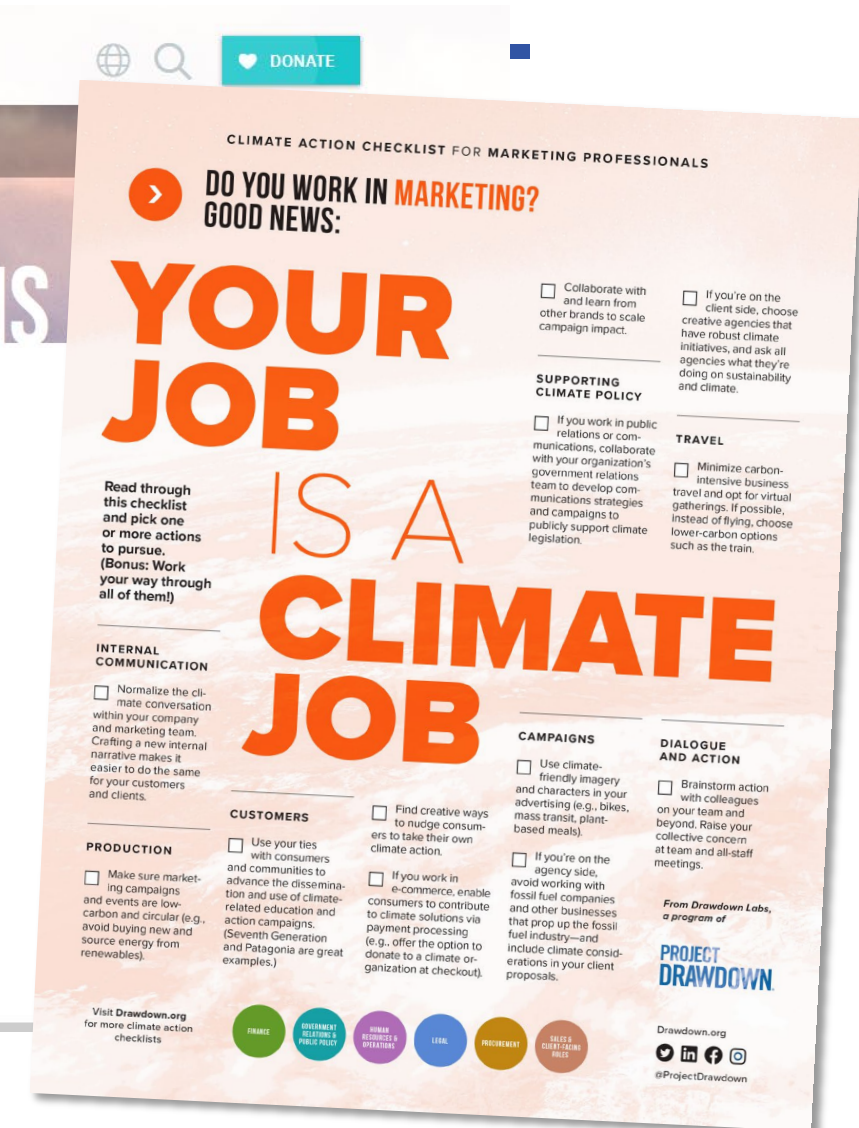
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## CLIMATE SOLUTIONS

# JOB FUNCTION ACTION GUIDES

Employees are critical catalysts for climate action. As the engines that keep businesses running, you represent a range of skills and knowledge that can scale climate solutions in the workplace and beyond.



CLIMATE ACTION CHECKLIST FOR MARKETING PROFESSIONALS

DO YOU WORK IN GOOD NEWS: **MARKETING?**

## YOUR JOB IS A CLIMATE JOB

Read through this checklist and pick one or more actions to pursue. (Bonus: Work your way through all of them!)

**INTERNAL COMMUNICATION**

- ☐ Normalize the climate conversation within your company and marketing team. Crafting a new internal narrative makes it easier to do the same for your customers and clients.

**CUSTOMERS**

- ☐ Use your ties with consumers and communities to advance the dissemination and use of climate-related education and action campaigns. (Seventh Generation and Patagonia are great examples.)
- ☐ Find creative ways to nudge consumers to take their own climate action.
- ☐ If you work in e-commerce, enable consumers to contribute to climate solutions via payment processing (e.g., offer the option to donate to a climate organization at checkout).

**PRODUCTION**

- ☐ Make sure marketing campaigns and events are low-carbon and circular (e.g., avoid buying new and source energy from renewables).

**SUPPORTING CLIMATE POLICY**

- ☐ Collaborate with and learn from other brands to scale campaign impact.
- ☐ If you work in public relations or communications, collaborate with your organization's government relations team to develop communications strategies and campaigns to publicly support climate legislation.
- ☐ If you're on the client side, choose creative agencies that have robust climate initiatives, and ask all agencies what they're doing on sustainability and climate.

**TRAVEL**

- ☐ Minimize carbon-intensive business travel and opt for virtual gatherings. If possible, instead of flying, choose lower-carbon options such as the train.

**CAMPAIGNS**

- ☐ Use climate-friendly imagery and characters in your advertising (e.g., bikes, mass transit, plant-based meals).
- ☐ If you're on the agency side, avoid working with fossil fuel companies and other businesses that prop up the fossil fuel industry—and include climate considerations in your client proposals.

**DIALOGUE AND ACTION**

- ☐ Brainstorm action with colleagues on your team and beyond. Raise your collective concern at team and all-staff meetings.

From Drawdown Labs, a program of

PROJECT  
DRAWDOWN

Drawdown.org  
@ProjectDrawdown

Visit Drawdown.org for more climate action checklists

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# Sustainable business & climate news

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- [Corporate Eco Forum Weekly Briefing](#)
- [Trellis](#)
- [Axios Future of Energy newsletter](#)
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- [CTVC by Sightline Climate](#)
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# Sustainable business topic overviews



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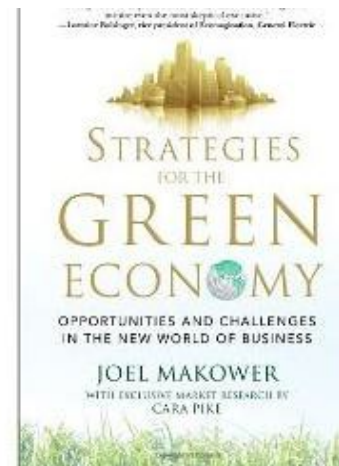
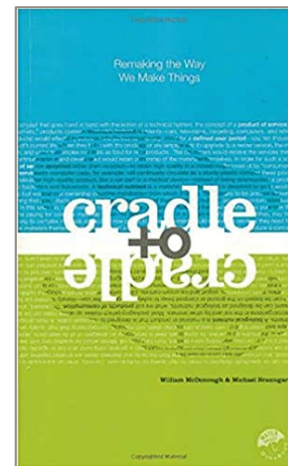
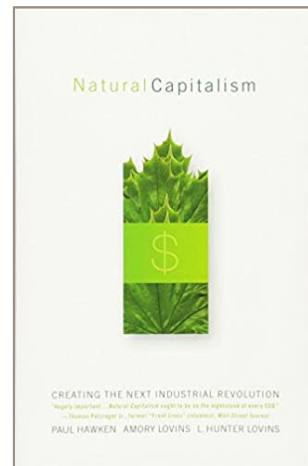
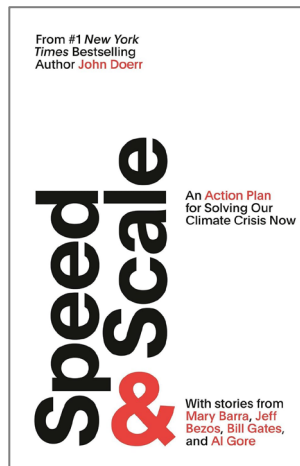
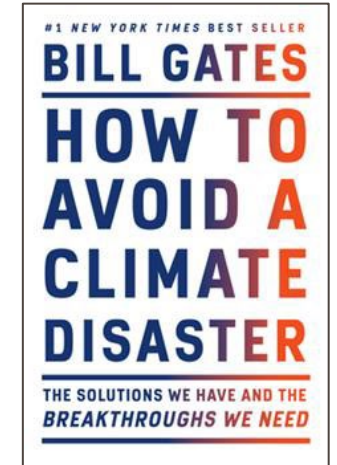
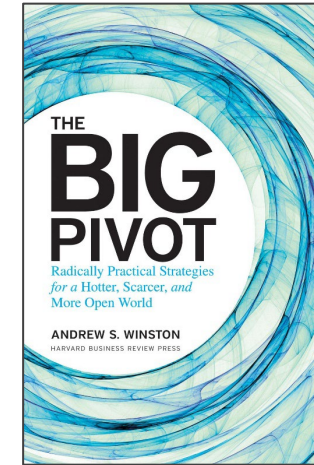
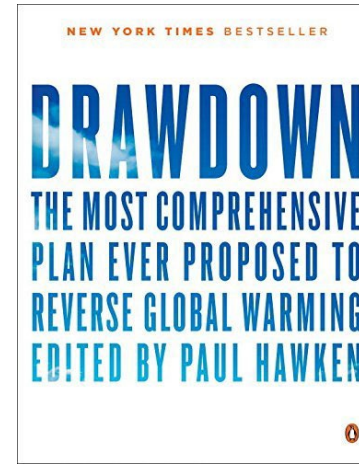
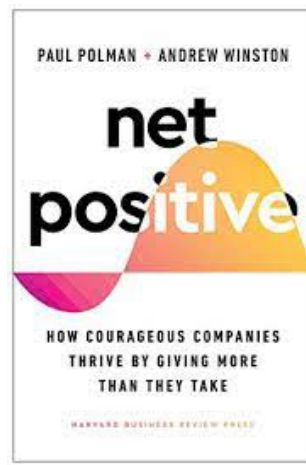
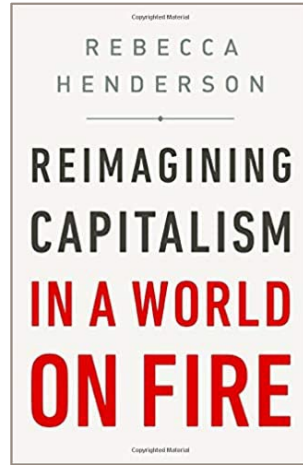
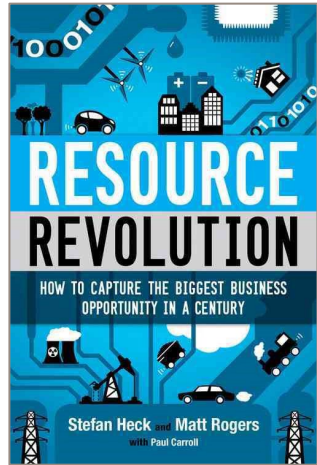
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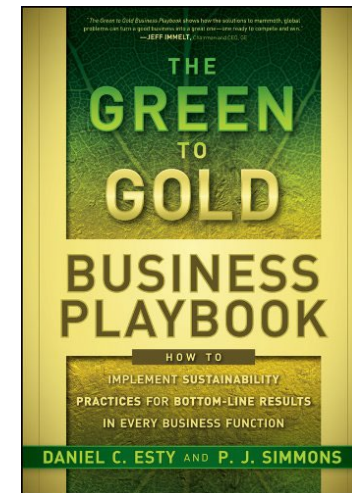
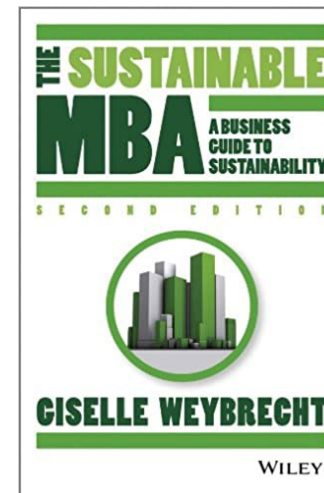
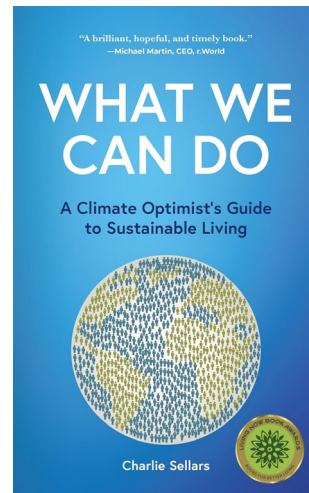
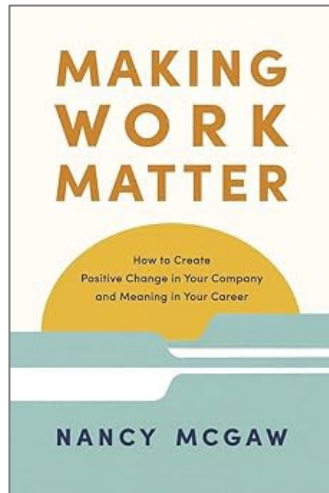
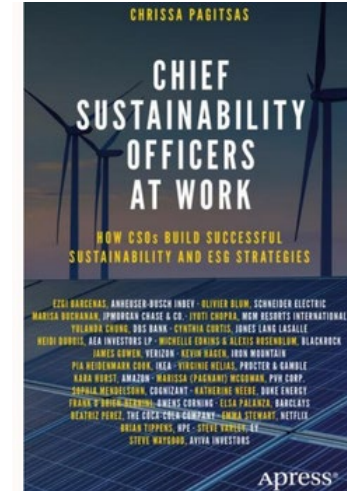
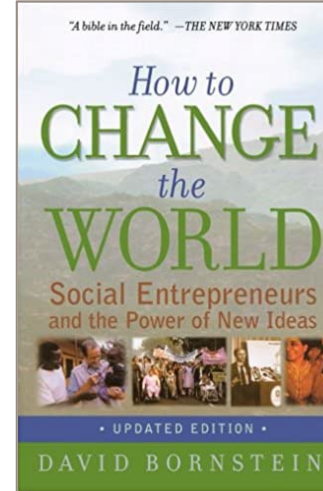
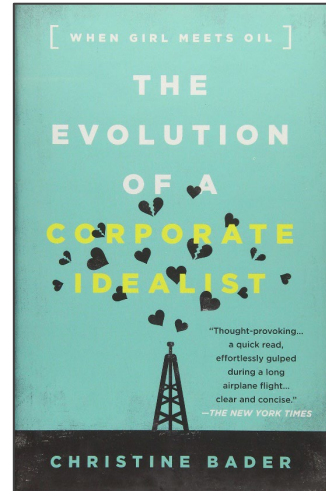
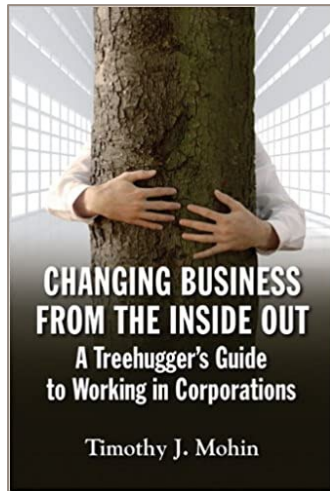


# Books: Sustainable business



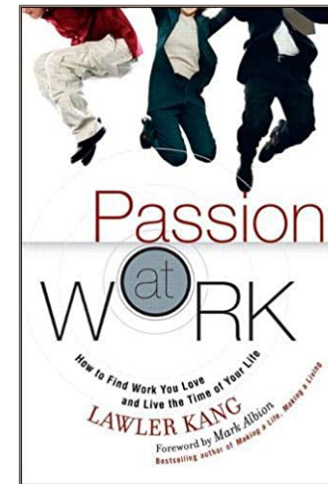
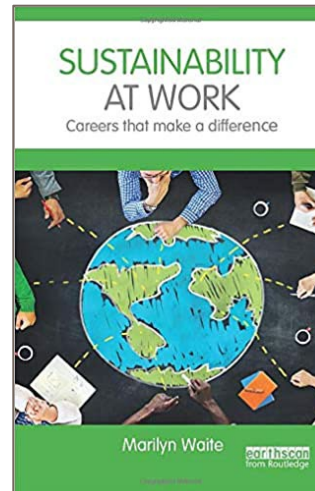
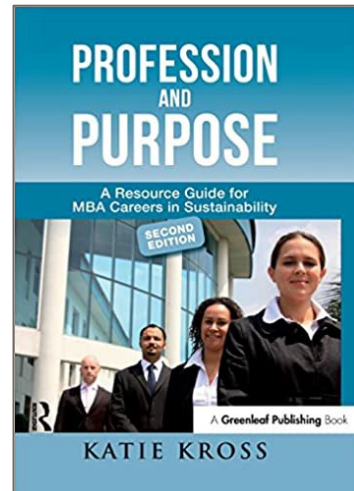
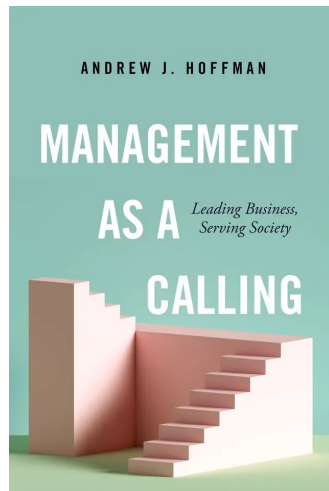
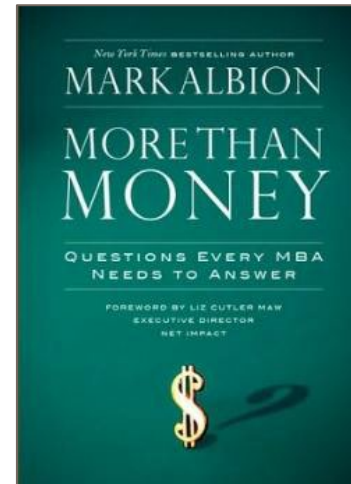
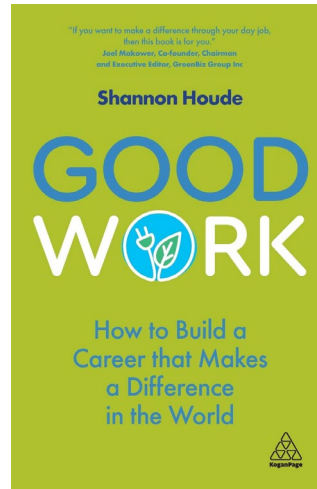
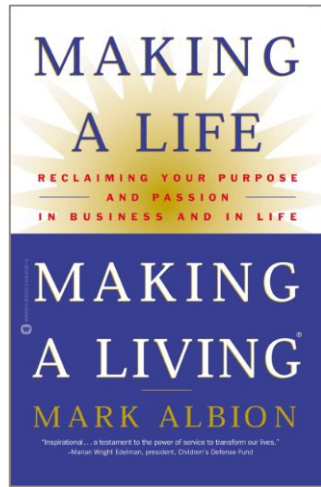
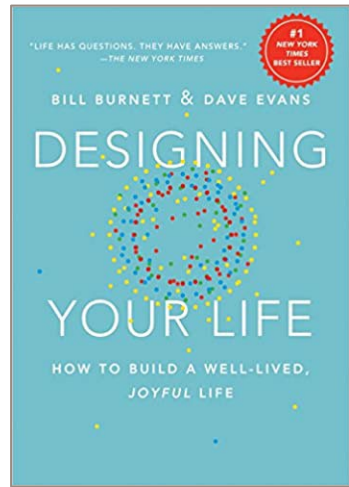
- For additional book recommendations from Ed Carley, see: <https://edscleanenergysustainabilityjobs.com/recommended-reading/>

# Books: Working in sustainability





# Books: career exploration



# Conferences

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## For students specifically:

- ◉ [ClimateCAP: The Global MBA Summit on Climate, Capital & Business](#) (MBA student audience)
- ◉ [Aspen Institute Future Leaders Climate Summit](#)

## Industry events (ask about volunteer opportunities for reduced rates):

- ◉ [Trellis conferences](#) (volunteer opportunities exist as well as **Emerging Leaders** scholarships):
- ◉ [NY Climate Week](#)
- ◉ [Sustainable Brands Conference](#)
- ◉ [Ceres Global Conference](#)
- ◉ [Cleantech Forum North America](#)
- ◉ [SOCAP Global](#)
- ◉ [Engage for Good](#)

(among others)

# Groups to join

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- ◉ [Work on Climate Slack Group](#)
- ◉ [MCJ Collective Member Group](#)
- ◉ [Net Impact \(& local student or professional chapters\)](#)
- ◉ [College to Climate](#)
- ◉ [ClimateCAP Community of MBAs](#)
- ◉ [Women in Cleantech & Sustainability](#)
- ◉ [Diversity in Sustainability](#)
- ◉ [Black Environmentalist Alliance](#)
- ◉ [GreenTech Noir](#)
- ◉ [Young Professionals in Energy \(& local chapters\)](#)
- ◉ [International Society of Sustainability Professionals](#)
- ◉ LinkedIn groups relevant to your issue/industry interests
- ◉ LinkedIn groups for your city/region
- ◉ LinkedIn groups affiliated with your university alma mater

# Geographic-centered resources

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- If you have a specific geographic focus, look for local chapters of:
  - [B Corp Network](#) (local chapters)
  - [Net Impact](#) (professional chapters)
  - [American Sustainable Business Network](#) (state chapters, US)
  - [Green Drinks International](#) (city chapters, global)
  - [US Green Building Council](#) (chapters)
  - [Women in Sustainability](#) (network hubs, mostly Europe)
  - [Impact Hubs](#) (global)
  - LinkedIn groups

# Job boards

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## Recommended:

- [Reconsidered.co Jobs Board](#)
- [Ed Carley's Clean Energy & Sustainability jobs list](#) (sign up for emails)
- [BSR > CSR Jobs Board](#)
- [Net Impact > Career Center](#)
- [Trellis > Jobs](#)
- [The Impact Job > Job Board](#)
- [Green Jobs Network](#)

## More lists:

- [Sustainable Career Pathways Job Resources](#) by Trish Kenlon
- [MBA Careers in Corporate Sustainability](#)
- [MBA Careers in Climate Tech](#)

## Recruiters' job listings:

- [Acre](#)
- [Weinreb Group](#)
- [Dylan Green](#)
- [CA Environmental Associates](#)
- [Good Citizen](#)
- [DSG Global](#)
- [On-Ramps](#)



# Job boards (continued)

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## Industry- or topic-specific:

- [Dayaway Careers](#) (energy)
- [GIIN \(Global Impact Investing Network\) Job Board](#) (impact investing)
- [US SIF \(Social Investment Forum\) Job Board](#) (ESG/impact investing)
- [Good Food Jobs](#) (food)
- [NextBillion Job Board](#) (development & emerging markets)
- [Ocean Job Board](#) (marine)
- [Josh's Water Jobs](#) (water)
- [Urban Sustainability Directors Network jobs](#) (resilience)
- [CTVC job board](#) (climate tech)
- [Terra.do job board](#) (climate tech)
- [Climatebase](#) (climate tech)
- [Breakthrough Energy portfolio company jobs](#) (climate tech)
- [Elemental Impact portfolio company jobs](#) (climate tech)
- [Lowercarbon Capital portfolio company jobs](#) (climate tech)
- [Powerhouse Ventures portfolio company jobs](#) (climate tech)
- [Climate Draft](#) (climate tech)

# People to follow on LinkedIn for job postings

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[Ed Carley](#)

[Jordan Catalana](#)

[Leonard Adler](#)

[Amanda Ponzar](#)

[Lisa Yee-Litzenberg, GCDF](#)

[Monique Aiken](#)

[Kristen Lee, MPAff, TRUE Advisor](#)

[Jessica Marati Radparvar](#)

[Nick Martin](#)

[Mark Spears](#)

[Brendan Andersen](#)

[Mel Bandler](#)

[John Kim](#)

[ALBERT CHAN](#)

[Yvonne Espinosa](#)

[Trish Kenlon](#)

[Guillaume De Dorlodot](#)

[Kathy M Douglas](#)

[Kristy Drutman](#)

[Luke Elder](#)

[Adam Elman](#)

[Chris Gaither](#)

[Travis Gliedt](#)

[Justin Hardin](#)

[Gregory Heller](#)

[Gregory Heller](#)

[Daniel Hill](#)

[Miranda Jackson](#)

[Brittany Sierra](#)

[Mandy Van Deven](#)

[Shannon Houde, MBA, PCC](#)

[Mike Hower](#)

[Eugene Kirpichov](#)

[Natalie Lavery](#)

[#greatGOODjob](#)

[Climate People](#)

[Climatebase](#)

[Reconsidered](#)

[Basecamp: Outdoor Jobs](#)

[Shaping Sustainability](#)

(...and so many others!)

# Fellowships & programs

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[ClimateCAP MBA Fellowship](#)

[Clean Energy Leadership Institute \(CELI\) Fellowship](#)

[Climate Reality Project Training Program](#)

[Impact Capital Managers Mosaic Fellowship](#)

[EDF Climate Corps Fellowship/Internship](#)

[International Society of Sustainability Professionals \(ISSP\) Training Programs](#)

[Terra.do Online Climate Training](#)

[Pivotal 180 Renewable Energy Project Finance Modeling Course](#)

See more in Trish Kenlon's article:

["16 fellowships to advance your career in 2025,"](#) Trellis.net, 2025

# Outside the US

(caveat: I have limited experience with these)

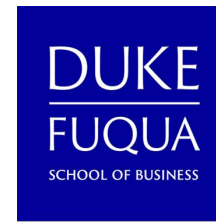
## Job Boards:

- [Bmeaningful](#) (Canada)
- [GoodWork](#) (Canada)
- [EnvironmentJob](#) (UK)
- [Reconsidered.co Jobs Board](#) (UK, Europe, US)
- [tbd](#) (Germany)
- [Skoll Jobs Board](#) (Global)
- [NextBillion Jobs Board](#) (Global)
- [inClimate](#) (Global)

## Recruiters:

- [Ethical Jobs](#) (Australia)
- [Environmental Jobs](#) (Australia)
- [SEEK Energy Jobs](#) (Australia)
- [Do Good Jobs](#) (New Zealand)
- [Acre](#) (UK, Europe, US)
- [Allen & York](#) (UK, Europe, US)
- [Ellwood Atfield](#) (UK, Europe)

# About EDGE



# EDGE

CENTER FOR ENERGY, DEVELOPMENT,  
AND THE GLOBAL ENVIRONMENT



The Center for Energy, Development, and the Global Environment (EDGE) at Duke University's Fuqua School of Business is a dynamic hub for education, thought leadership, and industry engagement that enables current and future business leaders to understand and respond effectively to the interrelated global challenges of energy transition, environmental sustainability, and sustainable development.



Learn more about our graduate MBA and MEM/MBA programs at:  
<https://centers.fuqua.duke.edu/edge/>

# About the author



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CENTER FOR ENERGY, DEVELOPMENT,  
AND THE GLOBAL ENVIRONMENT



Katie Kross is a sustainability educator, thought leader, and speaker. She directs educational and extracurricular programs for MBA and MEM/MBA students as the managing director of the [Center for Energy, Development, and the Global Environment \(EDGE\)](#) at Duke University's Fuqua School of Business, including editorial oversight for the [MBA EDGE](#) knowledge platform.

She is also the author of *Profession and Purpose: A Resource Guide for MBA Careers in Sustainability* (3<sup>rd</sup> edition coming Feb. 2026).

[Follow Katie on LinkedIn](#)