



Sustainable Business & Climate Tech Job Search Resources

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Global Environment (EDGE)



EDGE

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Part I: Exploring the Options



Career landscape

Lots of buzzwords...

climate tech

purpose-driven business

climate strategy

ESG investing

energy strategy

social entrepreneurship

impact investing

B corporations

conservation

corporate sustainability

biodiversity

electric vehicles

climate adaptation & resiliency

climate finance

venture philanthropy

stakeholder engagement

sustainability consulting

green brands

energy policy

sustainable agriculture

corporate social responsibility (CSR)

campus sustainability

conservation finance

carbon markets

circular economy

energy access

energy transition

Lots of buzzwords...

climate tech

purpose-driven business

climate strategy

ESG investing

energy strategy

impact investing

B corporations

conservation

biodiversity

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.

corporate

campus sustainability

circular economy

energy access

energy transition

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

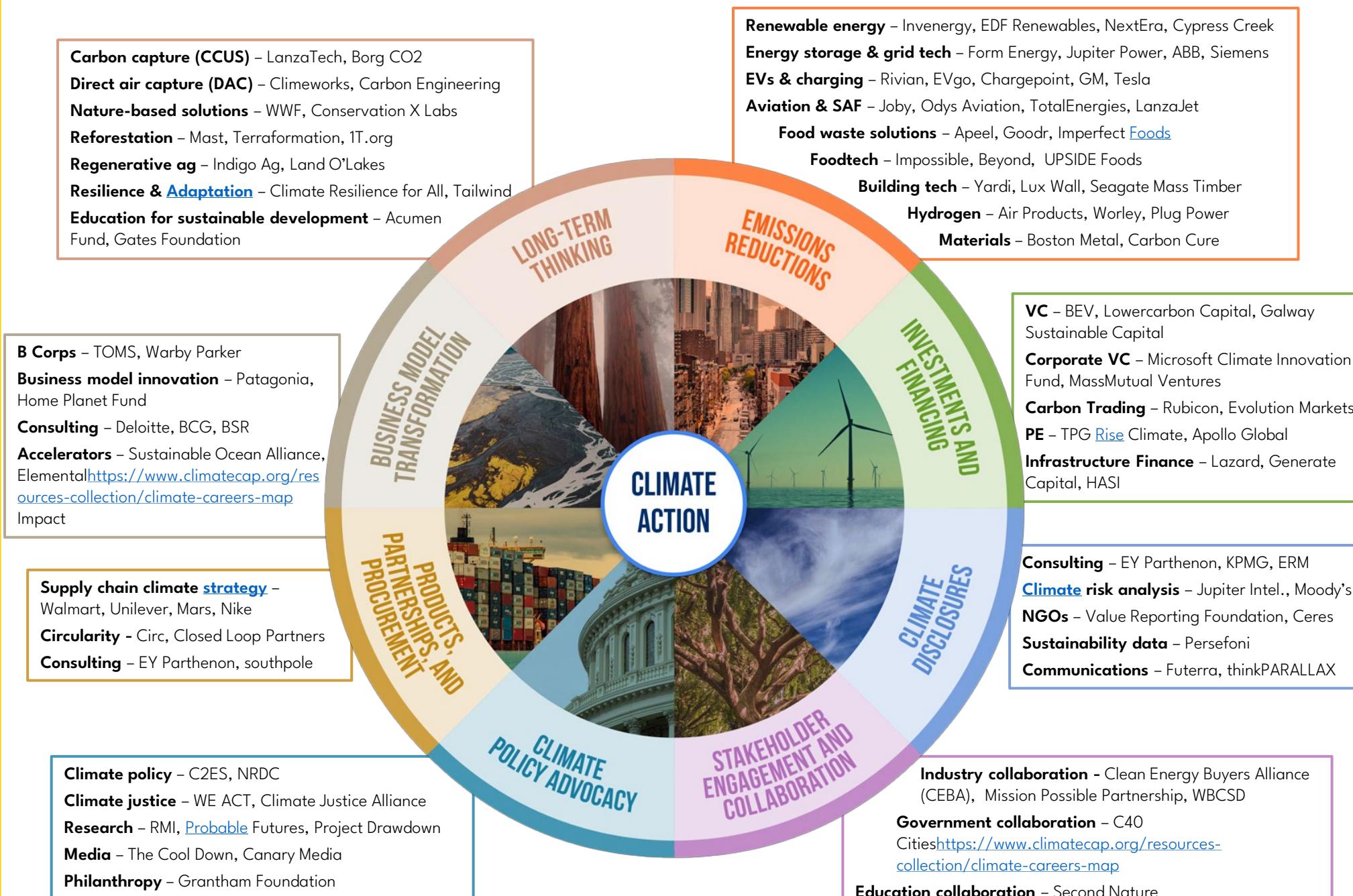
Example Roles

- 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

PROJECT
DRAWDOWN



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

Sustainable Careers Matrix

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

5 key questions to ask yourself

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

Advice for undergraduate students

- 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

- [“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



Job search strategies & tips

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

- ❖ 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.*



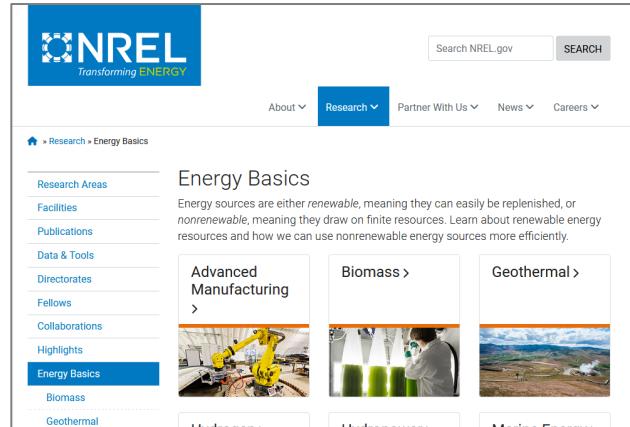
When sustainability is not in your job title

- 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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Energy Basics

Energy sources are either renewable, meaning they can easily be replenished, or nonrenewable, meaning they draw on finite resources. Learn about renewable energy resources and how we can use nonrenewable energy sources more efficiently.

Advanced Manufacturing > Biomass > Geothermal >

WATCH THE TRAILER



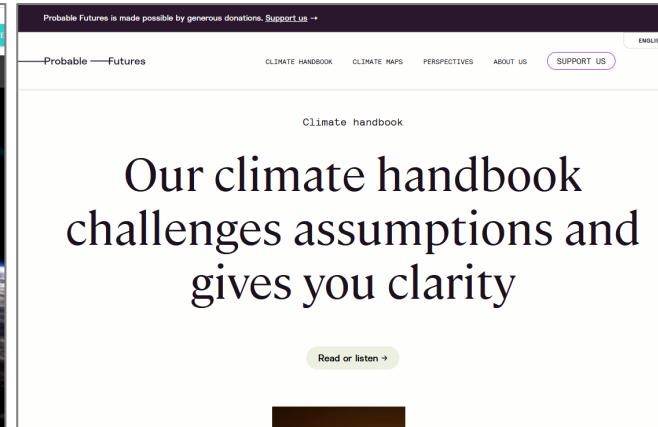
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Climate handbook

Our climate handbook challenges assumptions and gives you clarity

Read or listen



Climate Tech Atlas

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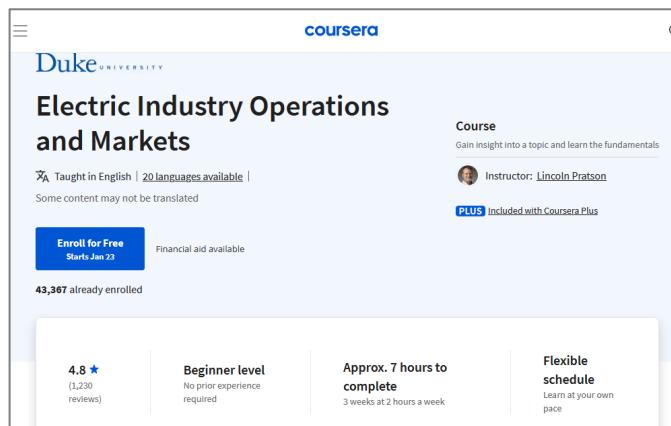
Inventing the Future

The Climate Tech Atlas is your guide to the known frontiers and unknown breakthroughs that will define our future. Explore the frontiers and find a breakthrough of your own.

APPLIED SUSTAINABLE GREEN TECHNOLOGIES

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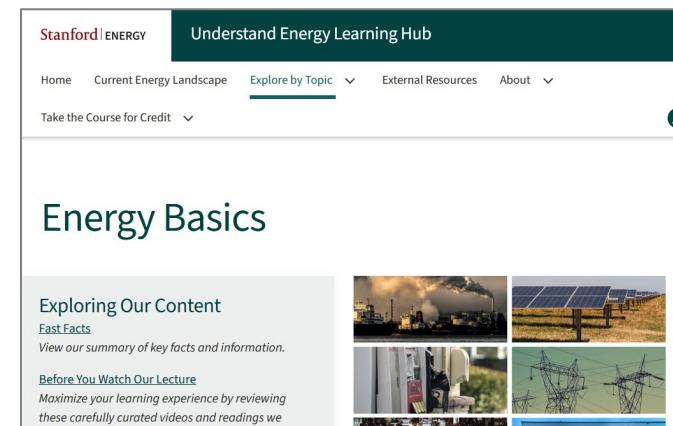
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SUSTAINABILITY factsheets

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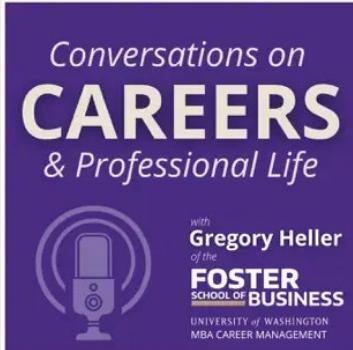
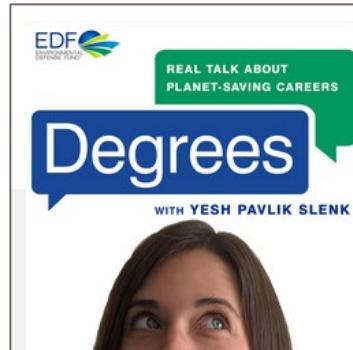
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Learning about climate career options



Sustainable Career Pathways Resources for the next step in your sustainability career

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SUSTAINABLE CAREER PATHWAYS BLOG

INTERVIEWS JUNE 4, 2020 **Yusuf George**, Managing Director, Corp

JUST Capital is an independent nonprofit that was founded in 2004 by Paul Tudor Jones II, Deepak Chopra, Rinaldo Br

INTERVIEWS MAY 7, 2020 **Alison Genovese**, Director: North America

The Global Reporting Initiative (GRI) is a nonprofit organization that helps organizations disclose their impacts on economic, environmental, and social issues. The GRI's widely used sustainability...

ARTICLES APRIL 10, 2020 **Some hope (and tips) for sustainability job**

Hi! I'm Trish Kenlon, Sustainable Career Pathways founder. I've been a sustainability professional for over ten years and I'm truly passionate about helping people succeed in the sustainability space. Be sure to [follow us on LinkedIn](#) where we post all the new jobs we find and [subscribe to our newsletter](#) so you never miss an opportunity!

#OpenDoorClimate

Directory Resources Workshop About

Climate Professionals **Climate Career Seekers**

We are a community of climate professionals making ourselves available to chat with climate career seekers.

Climate Professionals →
Climate Career Seekers →

As more people are considering a career in climate, many are struggling to understand what that looks like and where they fit in. According to a survey of 3,000 climate job seekers, the top resource they're seeking is one-on-one conversations with climate professionals to hear first-hand experiences and learnings.

#OpenDoorClimate is a community of climate professionals making themselves available to chat with climate career seekers. By offering an #opendoorclimate policy, we are volunteering time to have quick chats with those looking to enter the climate field to share our journey, answer questions, and offer resources.

If you are a climate professional, find out how to implement an #opendoorclimate policy and help someone with just a 15-minute chat.

If you are a climate career seeker, fill out the #opendoorclimate form, browse the [Directory](#) to find climate professionals to chat with, and check out more resources.

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CAREERS **FEATURED REPORTS** **LEADERSHIP**

The State of the Sustainability Profession 2024

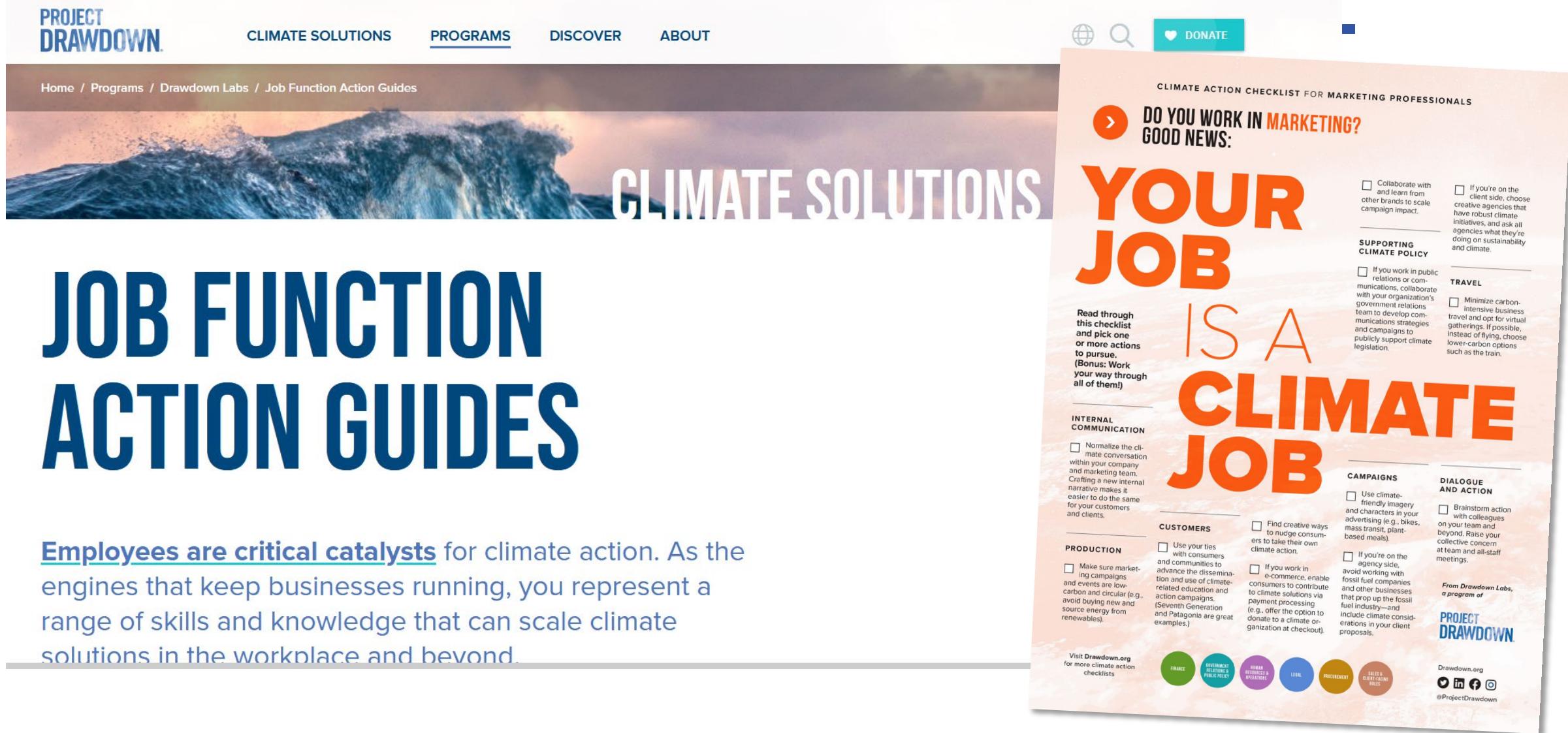
In our eighth biennial report, we look at how the role of the sustainability leader is evolving in today's business — and increasingly regulatory — world.

by John Davies

[Download the report](#)

A graphic showing silhouettes of people sitting around a conference table. In the background, there is a large globe and some data visualization charts.

“Every job is a climate job”



The image shows the Project Drawdown website header on the left and a 'Climate Action Checklist for Marketing Professionals' on the right.

Project Drawdown Header:

- CLIMATE SOLUTIONS
- PROGRAMS**
- DISCOVER
- ABOUT

Climate Action Checklist for Marketing Professionals:

CLIMATE ACTION CHECKLIST FOR MARKETING PROFESSIONALS

DO YOU WORK IN MARKETING? GOOD NEWS:

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.

PRODUCTION

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

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.

SUPPORTING CLIMATE POLICY

- Collaborate with and learn from other brands to scale campaign impact.
- 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.

IALOGUE 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

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Visit Drawdown.org for more climate action checklists

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Sustainable business topic overviews



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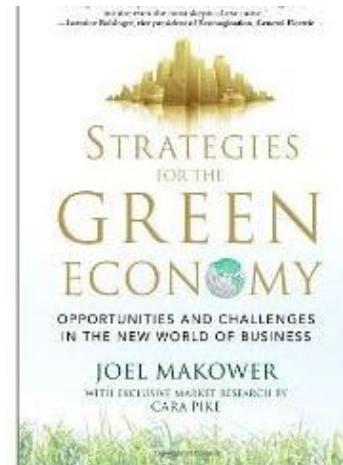
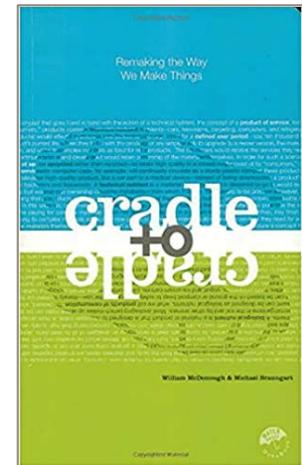
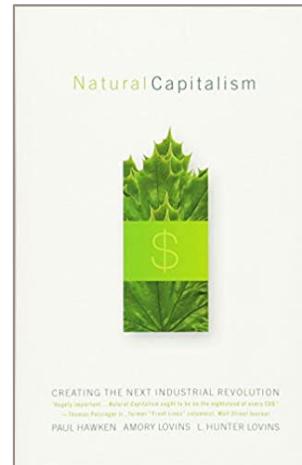
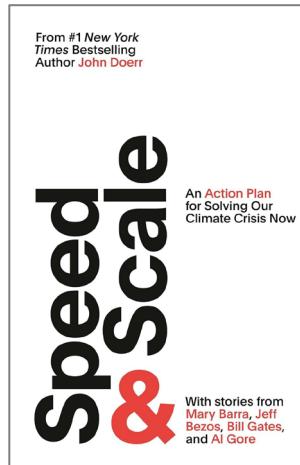
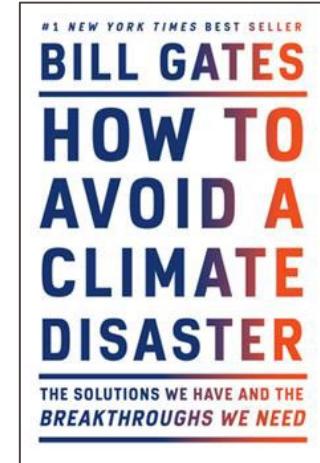
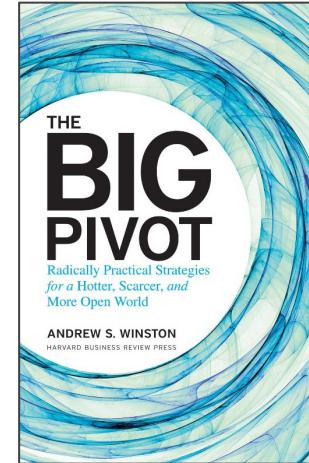
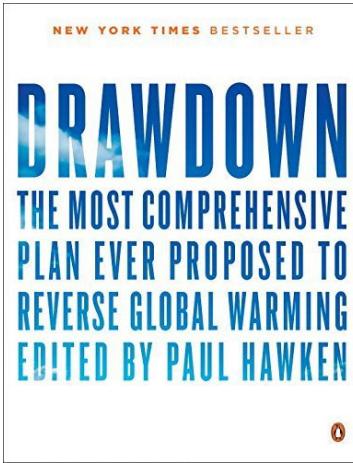
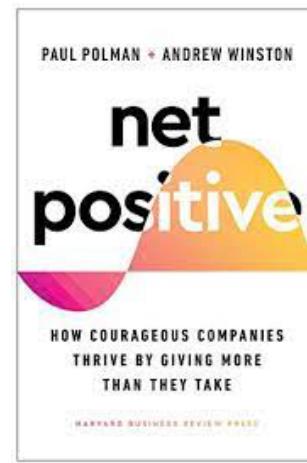
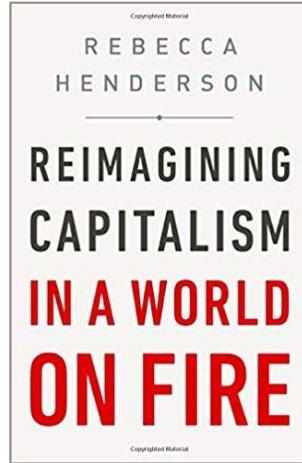
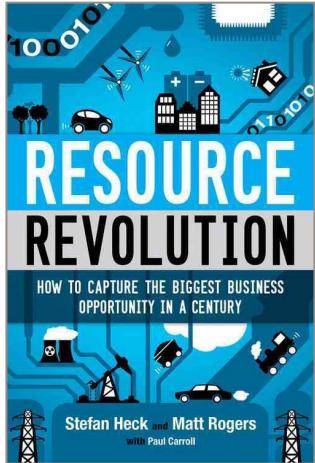


**The Sustainability of Food
Production: What Every MBA
Needs to Know**
Briefing, PDF



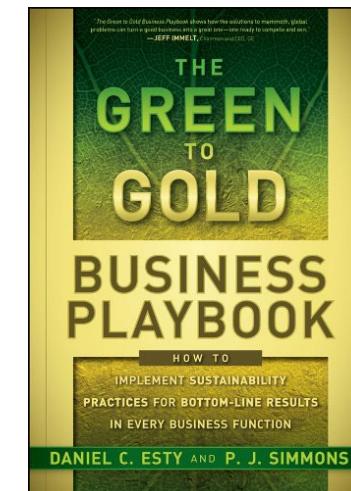
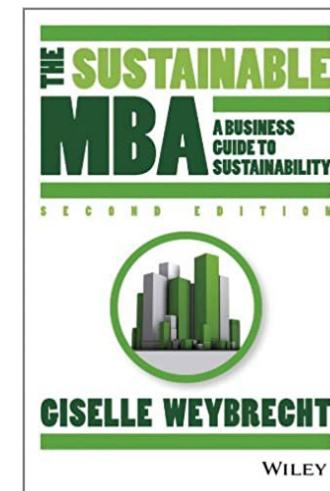
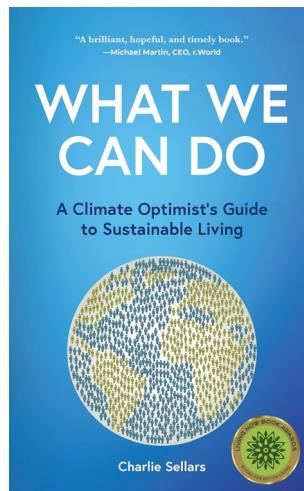
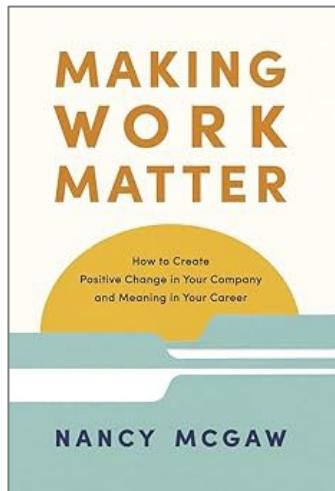
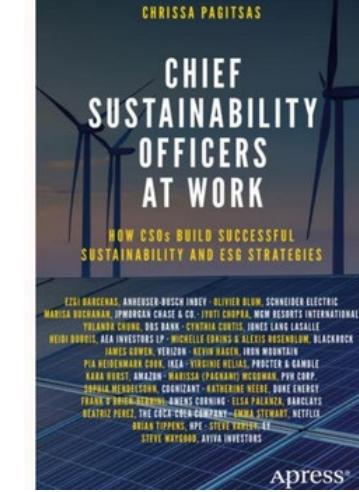
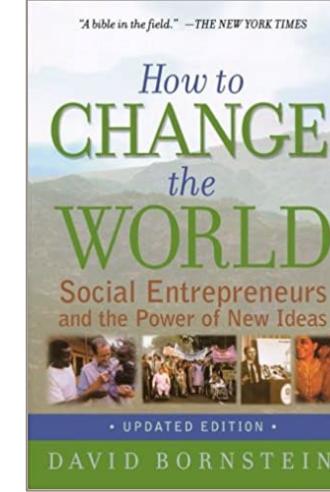
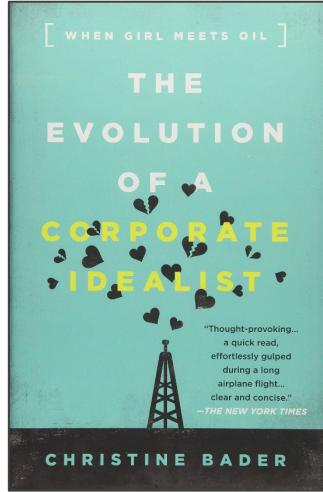
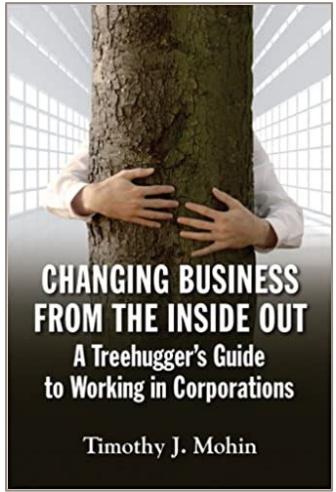
**The Future of Transportation:
What Every MBA Needs to
Know**
Briefing, PDF

Books: Sustainable business

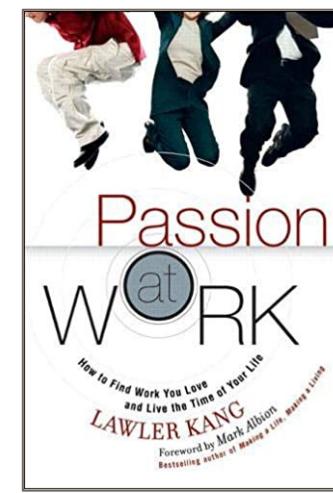
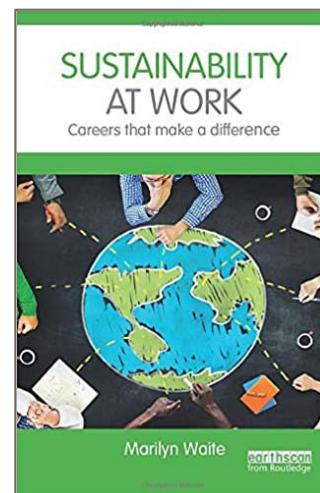
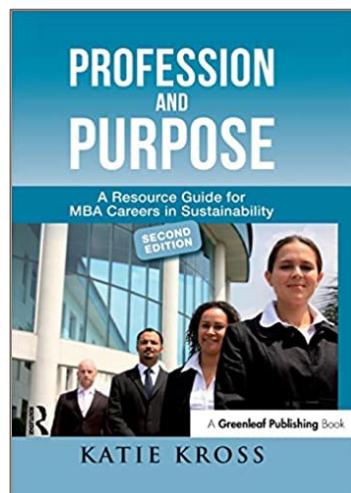
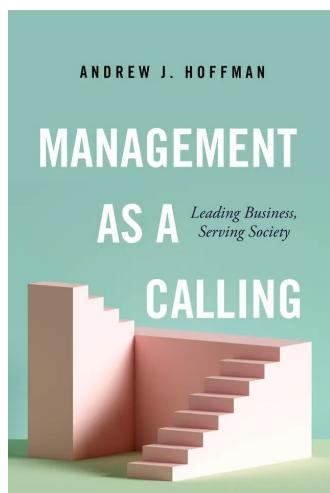
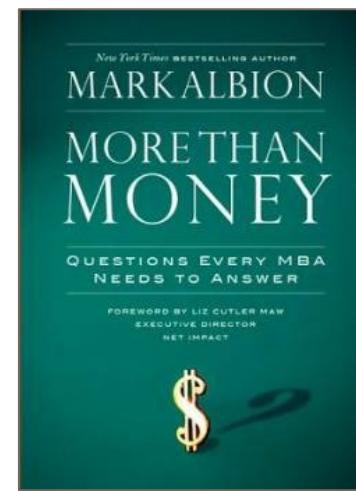
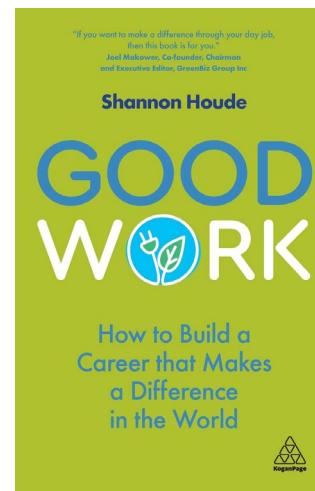
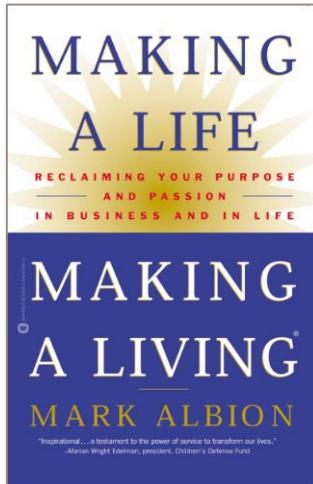
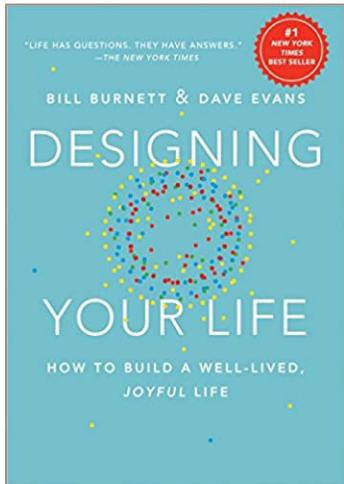


- For additional book recommendations from Ed Carley, see:
<https://edscleanenergysustainabilityjobs.com/recommend-ed-reading/>

Books: Working in sustainability



Books: career exploration



Conferences

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

- [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

- 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

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)

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

[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

[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)
- [Ethical Jobs](#) (Australia)
- [Environmental Jobs](#) (Australia)
- [SEEK Energy Jobs](#) (Australia)
- [Do Good Jobs](#) (New Zealand)

Recruiters:

- [Acre](#) (UK, Europe, US)
- [Allen & York](#) (UK, Europe, US)
- [Ellwood Atfield](#) (UK, Europe)





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



EDGE

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* (3rd edition coming Feb. 2026).

[Follow Katie on LinkedIn](#)