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Role specifications

Title:	Technical Manager: Environmental Impact
Reports to:	Martin Lok, Executive Director
Annual salary:	UK: £37,498 to £50,251 Netherlands: €43,095 to €57,751 (incl. 8% holiday allowance)
Status:	Employment contract
Term:	Full-time (37,5 hours per week); One-year fixed term with the possibility of extension (funding dependent)
Location:	Capitals Coalition welcomes applicants based in the UK or the Netherlands with independent work permissions. The team works remotely with occasional in-person engagement.

About Capitals Coalition

The Capitals Coalition is a global collaboration with a shared vision for a resilient economy. Together with 500 partners, we accelerate momentum, connect powerful and engaged communities and identify the areas, projects and partnerships where we can collaboratively drive transformational change towards a resilient and fair future. We are building confidence in the value of all capitals – natural, social, human and produced – with the final aim of embedding the value of all capitals into decision-making. See our [ambition video](#) to learn more.

The Capitals Coalition is a non-profit headquartered in the Netherlands.

About the role

Managers at Capitals Coalition play a pivotal role in delivering key programs and activities. You will develop a comprehensive and standardized approach to corporate impact valuation in alignment with the vision of Capitals Coalition. This is an existing role within the team.

Reporting to Martin Lok and drawing on additional technical and operational support networks across Capitals Coalition, the **Technical Manager: Environmental Impact** is responsible for developing rigorous analyses that enhance impact methodologies considering topics around the four capitals. Future work will also explore the application of our methodologies for impact accounting across firms and investors. You will work closely with the Impact Value Standards Board (IVSB) and its secretariat hosted by the Capitals Coalition, with the aim to drive delivery

of the IVSB's mandate. The role will work closely with internal colleagues and external partners to adapt and iterate the methodology based on an evolving corporate disclosure landscape and ongoing learning from market testing of impact valuation.

What you will do

Research environmental impact pathways, the logical sequence of events that link a corporation's actions with various effects on society:

- Review relevant research literature on impact valuation methodologies for corporations, including research into environmental impact
- Review relevant industry standards and recommend areas for alignment
- Develop quantitative methodologies for measuring and valuing the environmental impact of corporations, striking a balance between rigor and feasibility
- develop novel techniques and approaches for impact valuation in close collaboration with colleagues and stakeholders
- Consult with relevant internal and external researchers and subject matter experts to better understand approaches and models to value environmental impacts
- Apply complex research concepts, methodologies, and data sources to the design and implementation of environmental impact valuation

Collaborate with the team at Capitals Coalition to:

- Achieve alignment and consistency across all methodologies (general, environmental, social) promoted and produced by the Coalition
- Engage with stakeholders from industry to ensure that methodologies are comprehensive and feasible
- Support the IVSB and its Secretariat to deliver the IVSB mandate and implement its Work and Research Plan
- Support other research related to the mission of the Coalition, such as researching trends and insights from the application of impact accounting at scale
- Support the Coalition to accelerate market testing of impact valuation and to design tools and educational materials to drive adoption of the impact valuation methodology
- Create an inclusive and positive workplace culture in line with the Coalition's values.
- Take on additional tasks as required to support the delivery of the Coalition's operational plan

What we're looking for (skills & experience)

- Experience in a field relevant to corporate sustainability, ESG and/or impact investing, or environmental impact
- Demonstrable knowledge and experience conducting research on corporate environmental issues, including life cycle assessments, greenhouse gas measurements, etc.
- Experience developing and applying environmental impact models such as environmentally extended input-output modelling, life cycle analysis
- Familiarity with relevant sustainability standards in data, disclosure, and reporting landscape, such as the International Sustainability Standards Board (ISSB), Global Reporting Initiative (GRI), the EU Sustainability Reporting Standards (ESRS), etc.

- Familiarity with impact measurement and management (IMM) principles and approaches
- Experience in using Geographical Information System (GIS)
- Creative, analytical thinking and problem solving, including capacity to balance both big picture considerations with minute details
- Ability to communicate complex topics in a compelling way to meet the needs of different audiences (e.g. investors, corporates, academics, public sector)
- Strong project management skills with demonstrated success meeting targets with internal and external stakeholders
- Technical experience with qualitative and quantitative research design and techniques, including data collection, data management, modeling, and multivariate statistical analysis, including use of tools such as SQL, R, or Python. Proficiency in Microsoft Office.
- Emerging understanding of the capitals approach and Capitals Coalition's strategy and/or willingness to learn
- Strong interpersonal skills with the ability to collaborate with people across cultures and backgrounds.
- Flexibility to hold meetings across multiple time zones as necessary
- Ability to manage internal and external relationships with positive impact.
- Confident self-starter, motivated and energized in a fast-paced environment, and able to adapt quickly to change and ambiguity.
- Excellent time management and organizational skills, reflecting a meticulous attention to detail.
- Strong communication skills (written and verbal) and fluent in English.
- Self-motivated and organized with the ability to manage multiple tasks and prioritize effectively.
- Open, inclusive, and respectful way of working.
- Demonstrable adaptability to work efficiently in a remote environment.
- Proficiency in Microsoft Office, especially Excel (or other spreadsheet software) with access to own laptop
- A demonstrated commitment to supporting and enhancing an inclusive workplace environment
- Experience with impact valuation is desirable

How to apply

- To express your interest, please download the [application form](#).
- Please send a completed application form (do not convert it to PDF) to info@capitalscoalition.org by 5 April 2025 23:59 CET. Please state the role in the subject line and kindly note that only short-listed candidates will be contacted.
- We are recruiting on a rolling basis and may close the vacancy early if we identify a suitable candidate. We therefore encourage early applications.

Useful information

- **Location and start date**
 - We are looking for a colleague to work with us full-time (37.5 hours per week) as soon as possible.

- Candidates must be living in, and eligible to work in, the United Kingdom or the Netherlands. This role is home-based, with access to shared office space in the Hague or London.
- The ideal start date is in May 2026, in consultation with the selected candidate, with July 2026 being the latest start date.

- **Interviews**
 - The first round of interviews will be held in the week of 13 April.
 - The second round of interviews will be held in the week of 20 April.
 - Candidates invited to an interview may be asked to submit a short assignment relevant to the role.

- **Salary and benefits**
 - The annual salary range for this role is below and will be determined based on experience:
 - UK: £37,498 to £50,251
 - Netherlands: €43,095 to €57,751 (incl. 8% holiday allowance)
 - Capitals Coalition offers a range of benefits including 30 days of paid holiday per year plus local bank holidays, pension, enhanced sick pay, a training & development budget, an employee assistance program, and flexible working.
 - All staff at the Coalition provide their own IT equipment including laptop and phone, and the Coalition offers an annual Bring Your Own Device allowance.

Questions about this role can be sent to Brynn Campbell at info@capitalscoalition.org.

The Coalition consists of organizations from all around the world and with people of different gender, race, age, religion, sexual orientation, physical ability, geography, political affiliation, and country of origin, and as much as possible we want this to be reflected in our team. We are committed to promoting a diverse and inclusive community and we welcome applications from all backgrounds.