

Start hiring for results in Sustainability & ESG

Make work actually happen across energy, impact, responsibility, reporting, and procurement by working on-demand with the best Sustainability & ESG specialists.

HITACHI

Gemeente Zeist

heijmans

brabant Water

Sfeervol Meerssen

RH MARINE

gm gemeente goosmeren

TOYOTA
MATERIAL HANDLING

Specialisms & Expertise

Find the services Blackbear supports in Sustainability & ESG

Energy Transition

Energy Transition Strategy

Decarbonisation Roadmaps

Renewable Energy Integration

Energy Efficiency Programs

Carbon Reduction Initiatives

Electrification Planning

Energy Performance Analysis

Transition Program Management

Circular Economy

Circular Strategy Development

Material Flow Analysis

Product & Process Circularity Design

Waste Reduction Programs

Reuse & Recycling Models

Lifecycle Assessment (LCA)

Circular Business Models

Circular Performance Measurement

Environmental Impact

Environmental Impact Assessments

Carbon Footprint Measurement

Emission Reduction Planning

Environmental Risk Analysis

Biodiversity Impact Assessment

Environmental Compliance Support

Impact Mitigation Programs

Environmental Performance Monitoring

CSR & Social Responsibility

CSR Strategy Development

Social Impact Programs

Diversity, Equity & Inclusion Initiatives

Employee Wellbeing Programs

Community Engagement Programs

Responsible Business Practices

Social Risk Assessment

CSR Performance Measurement

ESG Reporting

ESG Reporting Frameworks

Data Collection & Structuring

ESG KPIs & Metrics

CSR & Regulatory Reporting

ESG Dashboards & Insights

Assurance Readiness Support

Reporting Process Optimisation

Stakeholder Reporting Alignment

Sustainable Procurement

Sustainable Procurement Strategy

Supplier Sustainability Assessments

ESG Criteria in Sourcing

Responsible Supply Chain Design

Supplier Audits & Monitoring

Sustainable Contracting Support

Risk & Compliance in Procurement

Procurement Impact Reporting

Specialists & Profiles

Work with Senior Sustainability Specialists, ESG Advisors, Analysts, and more

- Energy Transition Consultants
- Sustainability Engineers
- Decarbonisation Specialists
- Renewable Energy Experts
- Energy Efficiency Consultants
- Carbon Reduction Analysts
- Energy Program Managers
- Climate Strategy Advisors
- Transition Roadmap Leads
- Energy Performance Analysts
- Electrification Specialists
- Sustainable Energy Planners
- Energy Data Analysts
- Senior Energy Transition Leads

- Circular Economy Consultants
- Circular Design Specialists
- Lifecycle Assessment Experts
- Material Flow Analysts
- Circular Business Model Designers
- Waste & Resource Optimisation Specialists
- Sustainable Product Designers
- Circular Strategy Leads
- Reuse & Recycling Specialists
- Circular Innovation Managers
- Circular Supply Chain Analysts
- Sustainability Transformation Consultants
- Circular Performance Analysts
- Senior Circular Economy Leads

- Environmental Consultants
- Environmental Impact Analysts
- Carbon Footprint Specialists
- Emission Reduction Experts
- Environmental Compliance Specialists
- Biodiversity Analysts
- Environmental Risk Managers
- Impact Assessment Consultants
- Environmental Performance Analysts
- Sustainability Assurance Specialists
- Environmental Reporting Analysts
- Environmental Program Managers
- Environmental Data Specialists
- Senior Environmental Impact Leads

- CSR Consultants
- Social Impact Specialists
- DEI Program Managers
- Employee Wellbeing Consultants
- Community Engagement Managers
- Responsible Business Advisors
- Social Risk Analysts
- CSR Reporting Specialists
- Human Rights & Ethics Specialists
- Social Performance Analysts
- CSR Program Managers
- Stakeholder Engagement Specialists
- Social Responsibility Leads
- Senior CSR Advisors

- ESG Reporting Consultants
- ESG Data Analysts
- Sustainability Reporting Specialists
- CSR & Regulatory Reporting
- ESG Dashboard Developers
- ESG Assurance Coordinators
- Non-Financial Reporting Analysts
- ESG Process Managers
- Sustainability Metrics Specialists
- Regulatory Reporting Advisors
- ESG Governance Specialists
- ESG Program Managers
- ESG Performance Analysts
- Senior ESG Reporting Leads

- Sustainable Procurement Consultants
- Responsible Sourcing Specialists
- Supplier Sustainability Analysts
- Procurement ESG Advisors
- Supply Chain Sustainability Managers
- Supplier Audit Specialists
- Sustainable Contracting Experts
- Procurement Risk Analysts
- ESG Procurement Program Managers
- Responsible Supply Chain Consultants
- Procurement Compliance Specialists
- Sustainable Procurement Leads
- Supplier Performance Analysts
- Senior Sustainable Procurement Advisors

Collaborations & Budget Ranges

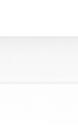
Engage specialists, teams or boutiques in 3 possible ways



Assignments

Run quick assignments that make an immediate difference for your team and the results you seek.

From €3k - €25k per assignment.



Projects

Execute projects with phased milestones and deliverables, to support bigger challenges.

From €25k - €200k per project.



Interim

Add reliable senior expertise or operational punching power, to strengthen your team's capacity.

From €35 - €150 per hour.

Examples & Inspiration

How other leaders turn sustainability goals into measurable ESG with Blackbear

Energy Transition Roadmaps

Decarbonisation & Net-Zero Programs

Circular Product & Process Design

Environmental Impact Reduction Programs

Carbon Footprint Measurement & Reduction

CSR Strategy & Social Impact Programs

ESG Reporting & CSRD Readiness

Non-Financial Reporting Frameworks

Sustainable Procurement Transformation

Supplier ESG Risk Reduction

Responsible Supply Chain Programs

ESG Data & Dashboarding Setup

Sustainability Governance & Controls

Impact Measurement & Assurance

Enterprise Sustainability Scaling

Hire better and faster for your Sustainability & ESG agenda.

Achieve the results you aspire, exactly when and where you need them.

Let's Talk →

