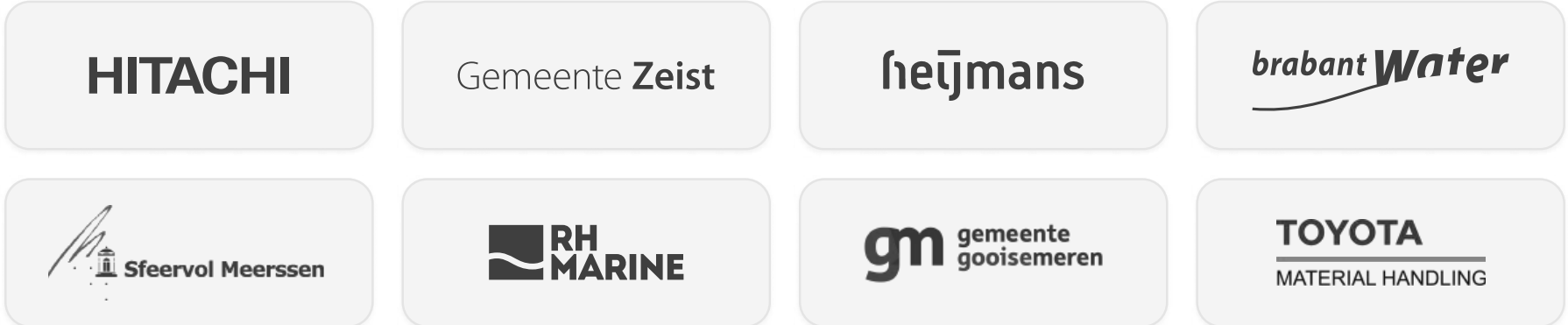




Start hiring for results in Sustainability & ESG

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



Specialisms & Expertise

Find the services Blackbear supports in Sustainability & ESG

Energy Transition	Circular Economy	Environmental Impact
Energy Transition Strategy	Circular Strategy Development	Environmental Impact Assessments
Decarbonisation Roadmaps	Material Flow Analysis	Carbon Footprint Measurement
Renewable Energy Integration	Product & Process Circularity Design	Emission Reduction Planning
Energy Efficiency Programs	Waste Reduction Programs	Environmental Risk Analysis
Carbon Reduction Initiatives	Reuse & Recycling Models	Biodiversity Impact Assessment
Electrification Planning	Lifecycle Assessment (LCA)	Environmental Compliance Support
Energy Performance Analysis	Circular Business Models	Impact Mitigation Programs
Transition Program Management	Circular Performance Measurement	Environmental Performance Monitoring
CSR & Social Responsibility	ESG Reporting	Sustainable Procurement
CSR Strategy Development	ESG Reporting Frameworks	Sustainable Procurement Strategy
Social Impact Programs	Data Collection & Structuring	Supplier Sustainability Assessments
Diversity, Equity & Inclusion Initiatives	ESG KPIs & Metrics	ESG Criteria in Sourcing
Employee Wellbeing Programs	CSRD / Regulatory Reporting	Responsible Supply Chain Design
Community Engagement Programs	ESG Dashboards & Insights	Supplier Audits & Monitoring
Responsible Business Practices	Assurance Readiness Support	Sustainable Contracting Support
Social Risk Assessment	Reporting Process Optimisation	Risk & Compliance in Procurement
CSR Performance Measurement	Stakeholder Reporting Alignment	Procurement Impact Reporting

Specialists & Profiles

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

<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• 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
<ul style="list-style-type: none">• 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	<ul style="list-style-type: none">• ESG Reporting Consultants• ESG Data Analysts• Sustainability Reporting Specialists• CSRD Reporting Experts• 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	<ul style="list-style-type: none">• 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

<h4>Assignments</h4> <p>Run quick assignments that make an immediate difference for your team and the results you seek.</p> <p>From €3k - €25k per assignment.</p>	<h4>Projects</h4> <p>Execute projects with phased milestones and deliverables, to support bigger challenges.</p> <p>From €25k - €200k per project.</p>	<h4>Interim</h4> <p>Add reliable senior expertise or operational punching power, to strengthen your team's capacity.</p> <p>From €35 - €150 per hour.</p>
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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 →

