

Sustainability Analyst

The Sustainability Analyst evaluates the environmental, social, and economic impacts of organisational operations to ensure alignment with sustainability goals and regulatory frameworks. Main activities include collecting and analysing environmental data, conducting ESG reporting, reviewing labour and sustainability policies, and supporting compliance with regulations.

Key responsibilities involve developing actionable insights for resource efficiency, supporting sustainability audits, and producing transparent reports for stakeholders. They also collaborate across departments to integrate sustainability initiatives into corporate strategies.

Essential competences cover green competences (environmental data analysis), digital competences (data processing, reporting tools), soft competences (analytical thinking, problem-solving), transversal competences (strategic planning, stakeholder engagement), and sector-specific competences (labour regulation, ESG reporting).

ESCO Mapping

<https://esco.ec.europa.eu/select-language?destination=/node/1>

ID	NAME	Concept URI
1213.8	sustainability manager	http://data.europa.eu/esco/occupation/2cf2b905-3308-4b5d-8e8d-633fc7a3f3ce

Context

EQF Level	7
Departments	Environment

Green Competences

ID	Name	Type	Description	Level	ESCO
C03 4	Analyse environmental data	Skill	Collect, process, and analyse environmental data to identify trends, impacts, and solutions. ▪ Use statistical and GIS tools to analyse environmental data ▪ Assess emissions and resource use in production ▪ Identify risks and opportunities in sustainability performance ▪ Recommend data-driven actions to improve compliance	3	Link
C03 5	Conduct ESG reporting	Skill	Measure, track, and report on ESG performance transparently. ▪ Collect and validate ESG data ▪ Compile reports on environmental, social, and governance indicators ▪ Ensure transparency to stakeholders ▪ Support continuous improvement with evidence-based reporting	3	Link

Digital Competences

ID	Name	Type	Description	Level	ESCO
C09 5	Use sustainability reporting tools	Skill	Operate digital platforms to track and report ESG performance. ▪ Input and validate sustainability data in digital platforms ▪ Generate dashboards for ESG KPIs ▪ Ensure accuracy and transparency of reported data ▪ Support audits with system-generated reports	2	

Soft Skills

ID	Name	Type	Description	Level	ESCO
C13 7	Apply analytical thinking	Skill	Systematically analyse problems, identify patterns, and derive insights. ▪ Break down sustainability challenges into components ▪ Analyse waste and emissions data ▪ Identify resource inefficiencies ▪ Recommend improvements to reduce impact	3	Link
C14 8	Strategic planning	Knowledge	Define objectives, set priorities, and allocate resources to achieve goals. ▪ Define sustainability objectives ▪ Set targets for carbon reduction ▪ Track progress with KPIs Adjust strategies to align with ESG commitments	2	Link

Transversal Competences

ID	Name	Type	Description	Level	ESCO
C18 9	Labour policy and regulation	Knowledge	Understand and apply laws and policies governing employment. ▪ Ensure compliance with workplace health and safety ▪ Align sustainability projects with labour laws ▪ Support CSR programmes with fair labour practices ▪ Integrate labour standards into ESG initiatives	3	Link

Sector-Specific Competences

ID	Name	Type	Description	Level	ESCO
C26 4	Sustainable automotive supply chains	Knowledge	Understand principles and practices for ensuring sustainability in automotive supply chains. ▪ Explain sustainability challenges in automotive sourcing	3	

ID	Name	Type	Description	Level	ESCO
			▪ Analyse supplier ESG performance in the automotive industry ▪ Identify risks in material sourcing (e.g. rare earths) ▪ Support OEMs in aligning supply chains with EU standards		
C26 5	Assess life-cycle impacts of automotive components	Skill	Evaluate environmental impacts of automotive components across their lifecycle. ▪ Conduct LCA for selected automotive parts ▪ Measure emissions from production to end-of-life ▪ Compare design alternatives for environmental efficiency ▪ Provide recommendations to reduce lifecycle impact	3	