



# Position Specification

**Science Based Targets initiative**  
Chief Executive Officer

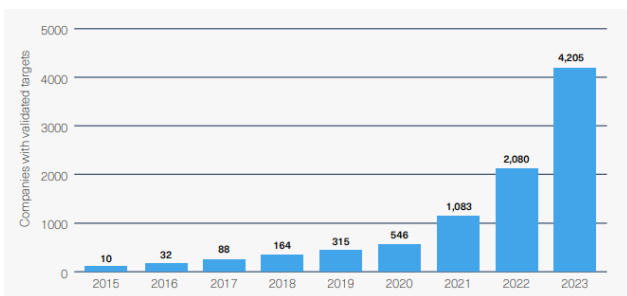
## Our Client

The Science Based Targets initiative (SBTi) is a corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis. It develops standards, tools and guidance which allow companies to set greenhouse gas (GHG) emissions reductions targets in line with what is needed to keep global heating below catastrophic levels and reach net-zero by 2050 at latest.

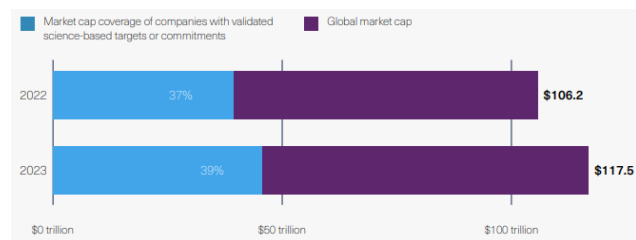
Founded in 2014 by CDP, the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF), the SBTi's original ambition was to encourage 100 companies to commit to setting GHG emissions reduction targets in line with climate science. Since then, its impact and reach have grown significantly: at the end of 2023, 4,205 companies had validated SBTi targets, representing 39% of global market capitalisation. See Figure 1, below for key growth statistics.

**Figure 1: Selected growth statistics**

**Left:** Annual cumulative number of companies with approved targets and commitments, 2015-2023



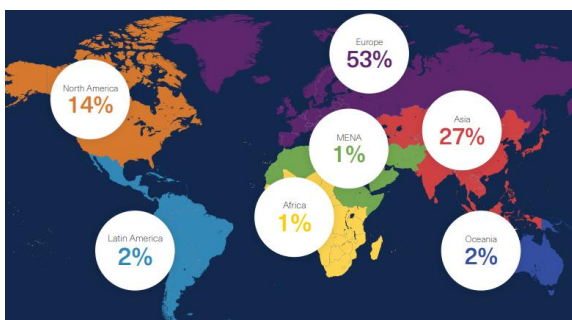
**Right:** Market capitalisation penetration of companies with Science-Based Targets or commitments versus global data, 2022-2023



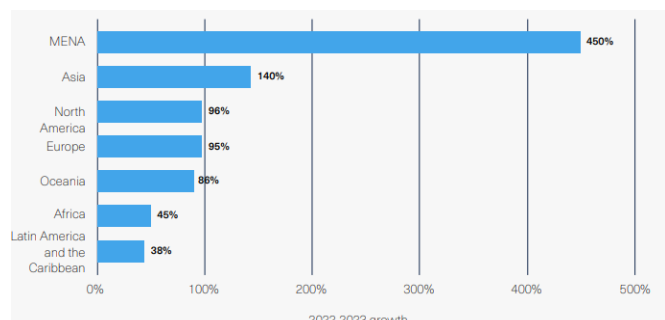
Initial adoption of SBTi standards has been led by Europe, with the continent's major indices showing significant penetration by SBTi target commitments. However, the organisation's global reach has scaled with the ambition of its objective. Figure 2, below, illustrates the SBTi's global reach.

**Figure 2: Global reach**

**Left:** Distribution of companies and financial institutions with validated targets by region as of December 2023.



**Right:** Growth rate of companies setting targets by region, 2022-2023



The SBTi's work is based on the diffusion of innovation theory. It is premised on the assumption that 20% of businesses in a particular territory or sector approximates critical mass, so its goal is to reach this 20% threshold by 2025.

This means:

- \$20 trillion of the global economy should be covered by approved 1.5°C targets.
- 5 GT of corporate emissions should be covered with science-based targets or commitments.
- 10,000 companies should be committed to or setting science-based targets.

The SBTi's first priority is maximizing emissions reductions, so its guidance focuses on the highest-emitting sectors as well as on enabling sectors like power, maritime transport and aviation.

The target related to coverage of the global economy will push science-based targets into large companies in all sectors, mainstreaming ambitious corporate climate action and creating scaled demand for the transformation of our energy, food, built environment, transport and mobility, and manufacturing sectors that a net-zero world requires. This mainstreaming approach is reinforced by the SBTi's third target of 10,000 companies with science-based targets or commitments and will be achieved in large part through the supply chains of large companies. It believes this three-pronged approach is a winning strategy to accelerate private sector emissions reduction at large scale in line with the requirements of the Paris Agreement.

More information on the SBTi and its objectives can be found on [Ambitious corporate climate action - Science Based Targets](#).

## SBTi Governance

While the SBTi's previous operational and informal governance structure served well in its first phase, over time, the initiative found itself at an inflection point. The SBTi's rapid growth in size, impact, and influence created a corresponding need for expanded capabilities, an increase in scrutiny and legal risk, and an expectation of a more formalised and structured organisation.

With this landscape in mind, in 2023, the SBTi took steps to formally incorporate in the UK and to strengthen its governance structure. At the same time, the SBTi is working toward splitting its standard-setting activities from its target validation services. As such, in June of 2023, the organisation incorporated in the UK as a private limited company and was subsequently recognised as a charity by the Charity Commission for England and Wales. Subsequently, the SBTi Services Limited, a wholly owned subsidiary of the SBTi charity, was established as a UK limited company to house revenue generating target validation services. Any profits generated from commercial activities of the trading subsidiary are passed to its parent, the Science Based Targets initiative.

The revised governance and operational model introduced a new Board of Trustees comprised of representatives of the founding partners (serving in their individual capacities), three independent trustees and an independent Board Chair. The Board of Trustees has overall responsibility for the governance of the SBTi, and provides oversight of the organisation including, among other responsibilities:

- Fiduciary, strategic, and performance oversight responsibilities such as approval of the strategy and annual plan
- Oversight of audit and compliance
- Nomination and approval for Board, Technical and Validation Council appointments

- Evaluation of and compensation-setting for the CEO
- The setting of risk guardrails
- Oversight of crisis management

The Board has fiduciary responsibility over the SBTi, with legal duties as trustees to act in good faith to further the SBTi's purposes for the public benefit.

The Board comprises between 9 and 11 Trustees, including seats for independent trustees providing critical perspectives (expertise and experience representation) and four seats for CDP, WMB, WRI and WWF. The United Nations Global Compact may not be a Board Trustee but may appoint a Permanent UN Advisor to the Board.

SBTi Services Limited is also in the process of setting up a Board, and has established a Validation Council to provide governance oversight for the validation entity.

The SBTi has also developed a technical governance model to enhance the effectiveness, rigor, and credibility of its standards, methods and guidance, based on balanced stakeholder feedback. At the core of its approach is the Technical Council, an independent deliberations and technical decision-making body that revises, approves and recommends adoption of SBTi standards, guidance and methods in line with the SBTi Standard Operation Procedure of the Development of Standards.

## Key People

### Board of Trustees

The CEO will report to the Board of Trustees, which currently consists of nine people. A listing of the Board's current composition is below, with an embedded link to each member's biography:

- [Francesco Starace \(Chair\)](#), Partner, EQT Group
- [Lila Karbassi \(Permanent UN Advisor\)](#), Senior Programme Officer, the United Nations Global Compact
- [Ani Dasgupta](#), President and CEO, World Resources Institute (WRI)
- [Ester Baiget](#), President and CEO, Novonesis
- [Iván Duque](#), Former President, Republic of Colombia
- [María Mendiluce](#), CEO, We Mean Business Coalition
- [Stacey Mitchell](#), Partner, Akin Gump Strauss Hauer & Feld LLP
- [Manuel Pulgar-Vidal](#), Global Leader of Climate & Energy, World Wide Fund for Nature

### Executive Leadership Team (Direct reports to CEO)

The Executive Leadership Team (ELT) is responsible for implementing the SBTi's strategy and for the day-to-day running of the initiative. Current members of the ELT are as follows:

- [Alex Buss](#), Operations & Finance Director, Interim Executive Director, SBTi Services Limited
- [Alberto Carrillo Pineda](#), Chief Technical Officer
- [Luisa Pastore](#), Director of Communications
- [Anita Sheth](#), Compliance Director
- [Tracy Wyman](#), Chief Impact Officer

- **Will Grazebrook**, (Interim) Head of Legal
- **Julia Roeser**, Deputy Chief Technical Officer
- **Montserrat Narvaez**, Head of CEO Office

## The Role

The SBTi is seeking an outstanding Chief Executive Officer with impeccable credentials and a global reputation to lead the organisation in this decade of action. Reporting to the Board of Directors, the CEO will lead the development and implementation of the SBTi's vision and strategy at the outset of a new strategy cycle, as well as represent, protect, and strengthen its credibility and independence as the initiative for demonstrating corporate climate leadership.

The transition to a new CEO comes at a pivotal moment for the SBTi, which follows the spinout from its partner organisations and the ongoing separation of its standard-setting and target validation functions. The next CEO, due to be appointed in late 2024 or early 2025, will have both organizations under his or her remit, and will be tasked with invigorating, leading, and managing the organisation, while navigating an increasingly complex stakeholder landscape.

The CEO works with the Board to create the strategy for the organisation and is accountable for all aspects of the SBTi's activities, both internally- and externally-facing. Internally, the CEO must play a key role in managing and motivating staff. Externally, the CEO must clearly articulate, embody, grow and shape the organisation's strategy and mission, building confidence and momentum among stakeholder groups, including donors. The CEO will work in close collaboration with the Board and the Board Chair.

Maintaining strong relationships and communicating clearly to these constituencies will be critical as the organisation navigates complex challenges.

## Key Responsibilities

A selection of responsibilities that the CEO will be expected to perform is summarised below:

- **Strategic Leadership:** Develop and execute a clear and compelling vision for the SBTi, aligning with the organisation's mission and objectives in a complex and increasingly competitive context of the ongoing separation of the organisation's standard-setting and target validation activities.
- **Stakeholder Engagement:** Foster strong relationships with key stakeholders, including founding partners (CDP, UN Global Compact, WRI, WMBC, WWF), corporate leaders, financial institutions, policymakers, and other relevant entities.
- **Organisational Growth:** Drive the growth and expansion of the SBTi, increasing the number of organisations setting and achieving science-based targets.
- **Operational Excellence:** Oversee the operational management of the SBTi, ensuring the effective and efficient delivery of services, standards, and validations.
- **Innovation and Standards Development:** Oversee the development and refinement of science-based standards and methodologies, ensuring they remain rigorous, relevant, and aligned with the latest climate science.
- **Advocacy and Public Speaking:** Represent the SBTi at high-profile events, conferences, and meetings, advocating for science-based target setting and climate action.

- **Team Leadership:** Build, inspire, and manage a high-performing team, fostering a culture of collaboration, innovation, and excellence.
- **Financial Stewardship:** Ensure the financial sustainability of the SBTi through effective budgeting, fundraising, and resource management.
- **Partnerships and Alliances:** Identify and cultivate strategic partnerships and alliances that enhance the impact and reach of the SBTi's work.
- **Monitoring and Reporting:** Oversee the development of measurement and reporting frameworks to track the progress of organisations towards their science-based targets, ensuring transparency and accountability.

## Candidate Profile

As the SBTi navigates a critical inflection point, the organisation seeks a candidate with passion, energy, and devotion to the SBTi's mission who can build creatively on the SBTi's successes and lead the organisation into its next chapter. The SBTi Board is keen to engage with a diverse range of candidates in this search process. It will look favourably on candidates whose experience equips them to lead the SBTi's future work and the planning and structuring required to succeed.

The next CEO of the SBTi will be a recognised leader in developing and executing a compelling and forward-looking strategy for an organisation and will have a positive track record of partnering with senior management teams in the service of boards of directors. We expect candidates to possess the following experience-based characteristics, among others:

- Experience leading an organisation through a similar period of growth, maturation, and organizational change as that currently faced by the SBTi
- Experience working effectively within formal and informal governance structures
- Experience engaging with multiple stakeholders and leading through influence
- Experience successfully representing and advocating for a high-profile organisation with various audiences, including partner organisations, grantees, media, and the public
- Comfort interacting with, and building networks among, senior leaders across the private, public, and social sectors internationally
- Demonstrated affinity with the values of the SBTi
- A commitment to engagement, transparency, and communication with members of the SBTi team
- A keen understanding of global climate issues, and an ability to represent them simply and effectively to others in an international context with some experience working with global climate issues and mitigation strategies

The ideal candidate will also demonstrate a number of personal characteristics:

- A deep commitment to addressing climate change and driving meaningful action towards a net-zero economy
- An ability to inspire and motivate others towards a common goal, creating a sense of purpose and urgency
- A strong team player who values collaboration and is able to work effectively with diverse groups and individuals
- High ethical standards and a commitment to transparency, accountability, and responsible stewardship
- An ability to navigate ambiguity, adapt to changing circumstances, and remain focused on long-term goals.
- Openness to new ideas and approaches, with a willingness to challenge the status quo and drive continuous improvement

# Position Specification

Ref: Chief Executive Officer  
Science Based Targets initiative

---

- Empathy and inclusivity, with demonstrated commitment to creating an inclusive environment where diverse perspectives are valued
- Results-oriented and focused on achieving measurable outcomes and driving impact through effective implementation of strategies
- Forward-thinking with the ability to anticipate future trends and challenges in climate action and sustainability
- A commitment to evidence-based approaches and science-based solutions, especially within the climate context