



## Product Owner Sustainability - Social

BRUSSELS

### External Description

### Goal

bpostgroup is always on the move. For our people, we create an environment of challenging projects, inspiring partnerships and state-of-the-art technology, with attractive job opportunities and training programs for everyone.

bpostgroup wants to be a reference in sustainability in Belgium and all markets in which it operates.

Are you looking for a job that makes sense? One that is aligned with your values? Are you inspired by sustainability issues? Do you want to play a direct role and have an impact?

Environment, Social and Governance (ESG) issues are at the heart of the Group's strategy. Already today, the bpostgroup is recognized by different rating agencies as a top tier ESG-performer and bpost is committed to expand its ESG efforts in the next decades. In this context, we are expanding our sustainability team. The primary objective of the Product Owner ESG Portfolio will be to allow bpostgroup to accelerate its Sustainability Transformation by setting bpost ESG (Environmental, Social, Governance) strategy in the social domain in order to achieve 2030 and 2040 targets and ambition. Therefore, you will act as a squad leader for the social domain and will collaborate with teams to develop strategies, engage stakeholders, and ensure regulatory compliance.

### Your mission

#### Strategy and target setting

- Define ambitious yet realistic targets aligned with bpost's strategy.
- Develop initiatives and track progress to achieve targets.
- Manage resources and budget for sustainability initiatives.
- Communicate effectively with stakeholders and leadership.

#### Domain Performance Management:

- Review and improve ESG performance within the designated domain.
- Collaborate with Business Units and stakeholders to meet targets.

- Share best practices and align with ESG team members.

### **Stakeholder Engagement:**

- Act as Product Owner in the squad, collaborating with internal and external stakeholders.
- Motivate stakeholders to improve sustainability performance.
- Align with BU ESG representatives to achieve group targets.

### **Team Management**

- Lead, support, and coach project teams.
- Define tasks, processes, and planning for efficient teamwork.
- Empower team members to collaborate effectively.

### **Data Collection and Management**

- Collect, analyze, and interpret sustainability data.
- Ensure accuracy and reliability of data sources.
- Organize data collection efforts for ESG domains.

### **Data Analysis and Reporting**

- Analyze sustainability data to identify trends and areas for improvement.
- Develop regular reports and visualizations for stakeholders.
- Ensure compliance with reporting standards and regulations.

### **Regulatory Compliance**

- Stay updated on sustainability reporting regulations and standards.
- Cascade regulatory information to relevant stakeholders.

### **Specific with DATA/IT Agile Teams**

- Provide guidance on IT/data development related to sustainability.
- Collaborate with stakeholders to prioritize and develop features.
- Lead projects and ensure proper delivery within budget constraints.

## **Your profile**

In your role of Product Owner ESG Portfolio, you are clearly a strong project manager with excellent data analytics and reporting capabilities, as well as strong presentation skills. You are a team player who combines solid strategic thinking with a hands-on approach. We highlight the following qualities:

- You hold a Master's degree in a relevant field is preferred. Alternatively, a Bachelor's degree with significant equivalent experience would be considered.
- A Minimum of 8-10 years of relevant experience in the field of ESG (ideally social) and in Business Program Management
- Thorough proficiency in English is mandatory. Proficiency in at least one of the following languages is required: Dutch or French.

- Demonstrated expertise in project management, with a solid track record of successful project execution.
- Extensive knowledge and understanding of ESG matters and levers.
- Proficiency in data analysis tools such as Excel.
- Proficiency in data visualization tools such as Tableau, Power BI, or equivalent.
- Familiarity with sustainability reporting frameworks (GRI, SASB, CDP, CSRD) and ESG standards would be advantageous.
- Solid understanding of database management and data cleansing techniques.
- Strong interpersonal skills, essential for collaborating effectively within cross-functional teams.
- Excellent communication skills to articulate complex data findings clearly and concisely.
- Experience in business management where technology is utilized to address business needs.
- Familiarity with IT tools required for agile methodologies, such as Jira, Confluence, Miro.

## Why bpost?

Just like many other companies, we offer an attractive package of benefits alongside your monthly salary, including lunch vouchers, healthcare insurance, group insurance, disability insurance, a bonus, a car, the regular 20 days' annual leave plus an additional seven days' leave, an end-of-year premium, double holiday pay, fixed expenses and many benefits at more than a hundred bpost partners.

This is where we really distinguish ourselves:

- You'll be working in a job that you'll be proud of, because it makes a direct contribution to sustainability.
- You have a real impact on reducing the environmental impact, improving the social conditions of a hyper diverse workforce of a large international group.
- You can be part of a sustainability program, leading in its industry and un-paralleled in Belgium.
- You won't stop growing. Thanks to our training programs and the career opportunities.
- In the coming years, bpost group will pursue additional growth opportunities, internally and externally.
- The atmosphere, the collegiality and the inclusive bpost culture are unique. And we will prove it.
- You can focus 100% on your job, while being optimally supported by our internal services.
- You can count on a flexible homeworking policy. Work-life balance is not a goal, but an evidence.
- You are part of an international story. After a series of acquisitions, we have expanded our geographical footprint to 14 countries around the world. Internationally active, but managed from Belgium.

- With the flexible My Benefits My Choice plan, you can tailor your benefits to your needs. Decide for yourself what you need and where you want to spend less on.

As an international service provider of parcel and e-commerce logistics, we create real connections between millions of people, businesses and communities. Our team of +34,000 employees is our greatest asset in this story. Thanks to them, we continue to play a key role in our rapidly changing society.