



## Sustainability Performance & Analytics Expert (Social)

BRUSSELS

### External Description

#### *Sustainability Performance & Analytics Expert (Social)*

bpostgroup strives to create an inclusive environment with challenging projects and inspiring collaborations. With our employees at the heart of our organization, we don't believe in jobs, we believe in careers. We're now looking for a Sustainability Performance & Analytics Expert who will make us move.

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 Senior ESG Expert Performance & Analytics will be to help monitoring bpostgroup's performance on material social domains (Health, Safety & well-being, Diversity, Equity & Inclusion) by identifying collecting, analyzing, and interpreting data related to social metrics and to be part of the data & digital transformation in terms of sustainability data. You will work in a motivated, growing team, and play a crucial role in supporting the organization's sustainability goals by providing accurate and actionable insights through data-driven reporting and analysis.

#### **Your mission:**

##### **Data Collection and Management**

Gather and organize diverse sets of sustainability (Social and partially Governance) data from various sources, stakeholders and subsidiaries, including internal systems and external databases, ensuring data accuracy and reliability.

##### **Data Analysis**

Perform in-depth analysis of sustainability data to identify trends, patterns, and areas for improvement.

Perform gap analysis between our KPI's and scores of various ratings and comparable companies.

Perform benchmarking studies.

Utilize statistical techniques to uncover meaningful insights.

##### **Data and Digital Transformation**

Together with the technology department, support the data & digital transformation in terms of non-financial data.

Prioritize the data sources to be automated.

Define data requirements and granularity.

##### **Reporting**

Develop regular sustainability reports, dashboards, and visualizations to communicate key performance indicators (KPIs) to internal and external stakeholders.

## Performance Monitoring

Monitor the progress of sustainability initiatives, track KPIs, and collaborate with cross-functional teams to assess the effectiveness of sustainability strategies.

Engage with stakeholders throughout the company and propose and initiate actions to improve or correct the monitored KPI's.

Data Quality Assurance.

Implement quality control procedures to ensure data integrity, consistency, and compliance with relevant reporting standards.

## Stakeholder Engagement

Collaborate with internal and external stakeholders to gather data inputs, understand reporting requirements, and address inquiries related to sustainability data.

Engage with Stakeholders to take actions to improve bpostgroup's performance in sustainability.

## Regulatory Compliance

Stay updated with evolving sustainability reporting regulations and standards to ensure accurate and timely compliance (GRI, ESRS, TCFD, SASB,...).

## Your profile :

We do not only deliver letters and parcels, but also opportunities. This job is open to all with diverse backgrounds and talents, possessing the following skills:

You hold a Master's degree preferably in Environment and/or strong analytical fields (engineering, economics...) with already 3 to 5 years of proven experience.

You have a strong interest and a real motivation to develop yourself in the domain of sustainability. You are eager to learn the sustainable norms and market.

Project management has no secrets for you and you are an expert in organization and planning.

You are at ease in Stakeholder management as you will have to explain and sometimes convince large number of stakeholder on what information they have to provide to you and how they have to do it.

You enjoy working with large sets of data in order to generate insights and immerse yourself in sustainable reporting and -assessments/ratings. A familiarity with sustainability reporting frameworks (GRI, SASB, CDP) and ESG standards is a plus.

You should be proficient in the use of data analysis tools, such as Excel, and have experience with data visualization tools such as Tableau, Power BI, or others.

As a strong communicator, you have influencing and networking skills. You are able to explain and present complex data findings clearly and concisely. You can manage internal (other BU's, ICT) and external stakeholders (providers, partners, international customers).

You like motivating people to ensure continued embedding of the sustainable guidelines.

To effectively communicate within the group, you should be fluent in Dutch or French and have a good level in English.

## Our offer:

Like a long-awaited parcel, we want to make you feel welcome and valued. Our offer includes:

Competitive monthly salary

Meal vouchers

Hospitalization-, group- and disability insurances

A phone subscription and company car

20 days of statutory leave and 7 additional extralegal days off

An end-of-year and performance-based bonus and double holiday pay

Many benefits from more than 100 bpost-partners

## Why bpostgroup?

bpostgroup is Belgium's leading postal operator and a growing parcel & omni-commerce logistics partner globally. With a **focus on social and environmental sustainability**, we aim to be a trusted guide in a changing world. As our newest team member you will:

Become part of the **bpostgroup family** with a unique atmosphere and culture.

Enjoy a **dynamic work environment** with a hybrid model allowing for flexibility.

Have access to **continuous learning and development** opportunities.

Have a direct **impact on decision-making** in an international success story.

Thrive in a **leadership culture** centered on visioning, sense making, innovation, and relating, empowering you to lead effectively in our forward-thinking organization.

**Find out more** [about bpostgroup](#)

**No match?**

[Explore other exciting job opportunities with us.](#)

**More info?**

Feel free to reach out to Sybille Bataille