



INTDEV Connect

Role	Chief Climate and Sustainability Officer (CCSO)
Location	Remote in Europe/UK
Reports To	C-suite
Direct Reports	Climate/Sustainability Lead x 2
Deadline	31st December 2025

About INTDEV Connect

INTDEV Connect is a leading global management consultancy that partners with non-profits, social enterprises, grant-makers, and public and private sector organisations to maximise impact, secure funding, and drive digital innovation.

Since 2012, our diverse team of strategists, creatives, and technologists has helped clients turn challenges into opportunities. From strategic growth planning to digital transformation, we deliver end-to-end solutions that empower organisations to scale their influence, enhance operations, and future-proof their success.

Headquartered in London with a global reach and backed by 100+ years of collective expertise, we are committed to helping mission-driven leaders connect with opportunities, amplify their impact, and tell their stories with confidence.

Our Mission

- **Unlock Potential. Drive Impact. Deliver Results:** We work at the crossroads of strategy, technology, and social purpose to help private, public, and non-profit organisations grow and make a bigger impact. From digital products to AI, strategy to operations—we deliver insight and execution under one roof.
- **From Vision to Victory:** We don't just deliver services—we co-create success stories. Our approach blends deep sector expertise, rigorous analysis, and creative thinking to craft tailored solutions that work. From concept to completion, our end-to-end services meet our clients and partners where they are—and take them where they want to go.
- **Make things better by helping our clients do better:** No matter the sector, scale, or stage, we are a strategic partner for growth and impact.

Our Values

- **Integrity:** We are values-led, impact-oriented and ensure inclusion is woven into every aspect of our work
- **Courage:** We engage with empathy, collaborate with transparency, and approach challenges with openness
- **Accountability:** We take ownership of our work and deliver measurable improvements

Our EDI Statement: INTDEV Connect is an equal opportunity employer. We maintain a zero-tolerance policy toward discrimination of any kind—including age, race, gender identity, religion,



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disability, neurodiversity, sexual orientation, or any other protected characteristic—across all aspects of our business.

We take pride in fostering a workplace where every employee is valued, respected, and empowered to succeed. Our commitment extends to delivering accessible and inclusive services for all our clients and partners.

Role Overview

INTDEV Connect is seeking a visionary and strategic leader to architect and lead our global climate action and environmental sustainability agenda. This role is central to our mission of building a resilient, low-carbon future and embedding planetary responsibility into the core of social impact.

The CCSO will be the technical authority on climate strategy, ESG integration, and sustainable programming. You will be responsible for mainstreaming climate resilience and environmental sustainability across all of INTDEV Connect's service pillars and client engagements. Leveraging deep connections to European climate funds and global ESG networks, you will design and secure funding for high-impact projects, while ensuring our own operations exemplify best practice. The ideal candidate is a strategic leader with a proven track record in climate finance, environmental policy, and programme delivery, and a passion for deploying integrated solutions to the world's most pressing environmental challenges.

Key Responsibilities

While responsibilities will vary based on client and organisational needs, core duties include:

1. Strategic Leadership and Climate Integration

- Define and lead INTDEV Connect's technical vision and service offering in climate action and environmental sustainability, integrating climate resilience, low-carbon strategies, and ESG principles across all service pillars.
- Design bespoke climate strategies and frameworks for clients, ensuring alignment with international standards (e.g., Paris Agreement, TNFD, SFDR) and client mission.
- Lead climate risk and opportunity assessments, leveraging robust Environmental and Social Management Systems (ESMS) and MEL frameworks to validate intervention design and long-term sustainability.

2. Climate and Environmental Programming

- Spearhead the development and management of high-impact projects and proposals in climate adaptation, mitigation, green livelihoods, circular economy, and sustainable resource management for clients worldwide.
- Oversee the technical design and implementation of climate programmes, ensuring the integration of cutting-edge science, local knowledge, and digital innovation.
- Ensure all programmes adhere to the highest standards of environmental safeguarding, "do no harm" principles, and contribute positively to biodiversity and ecosystem health.

3. Climate-Focussed Resource Mobilisation



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- Identify, cultivate, and secure funding from climate-focused grants, green bonds, carbon markets, and ESG-aligned investors, building a robust portfolio of environmentally sustainable projects and partnerships for clients.
 - Prepare compelling funding proposals, investment memoranda, and donor briefings that articulate the technical and financial merits of climate and sustainability initiatives.
 - Represent clients and INTDEV Connect in high-level engagements with green financiers, climate funds, and ESG networks, leveraging exceptional stakeholder engagement skills to mobilise capital.
- 4. Sustainable Operational Practices and Ethical Tech**
- Together with the CGO, develop, implement, and oversee INTDEV Connect's internal sustainability and ESG roadmap, including carbon footprint measurement and reduction targets.
 - Champion the "ethical tech" focus, ensuring our digital solutions and internal operations align with our environmental commitments, promoting energy efficiency and sustainable resource use.
 - Establish and monitor key performance indicators (KPIs) for internal sustainability, reporting progress to the C-suite and stakeholders.

Core Competencies & Skills

- **Strategic Climate Leadership:** Proven ability to provide systems-level leadership on climate and sustainability, integrating complex environmental considerations into business strategy and programme design.
- **Climate Finance & ESG Expertise:** Deep expertise in climate finance mechanisms, green bonds, ESG frameworks, and carbon markets, with a strong network among European and global climate funders.
- **Programme Design & Management:** Proven track record in designing and managing large-scale, complex environmental programmes in climate adaptation, mitigation, and sustainable development.
- **Policy & Regulatory Insight:** Deep understanding of global and European climate policy, environmental regulations, and reporting standards (e.g., EU Green Deal, SFDR, TNFD).
- **Stakeholder Engagement & Partnership Building:** Exceptional ability to cultivate trust-based partnerships with government actors, climate funds, ESG investors, and civil society institutions.
- **Collaborative Leadership:** Superior cross-functional skills to partner with:
 - o CPGO & CSO on growth strategy and client engagement for green services.
 - o CIFO on structuring innovative finance for climate outcomes.
 - o CGO on legal compliance, regulatory frameworks, and internal operational policies.
 - o CCO on crafting compelling narratives for climate action and sustainability.

Qualifications & Experience

- Advanced degree in Environmental Science, Climate Policy, Sustainable Development, Business Administration, or a related field.
- 15+ years of progressive experience in senior leadership roles designing, managing, and securing funding for large-scale climate, environment, or sustainability programmes.
- Proven track record in:



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- Mainstreaming climate and sustainability strategies across diverse portfolios and organisational operations.
- Securing significant funding from climate-focused grants, green bonds, and/or ESG-aligned investors.
- Designing and managing high-impact projects in climate adaptation, mitigation, or natural resource management.
- Navigating and applying international environmental standards, climate agreements, and ESG frameworks.
- Developing and implementing internal sustainability/ESG initiatives, including carbon accounting and reduction strategies.
- Deep familiarity with global climate frameworks (e.g., Paris Agreement, SDGs) and the European climate finance landscape.

Performance Metrics

- **Climate Funding Mobilised:** Total value of climate and sustainability-focused funding successfully secured for clients.
- **Programme Impact:** Number and scale of high-impact climate and sustainability programmes successfully designed and operationalised.
- **Client Integration:** % of client projects and service pillars with demonstrably integrated climate and sustainability strategies.
- **Internal Footprint:** Measurable reduction of INTDEV Connect's carbon footprint and advancement against internal ESG KPIs.
- **Strategic Contribution:** Number of new service offerings or thought leadership pieces developed in the climate and sustainability space.

Compensation & Benefits

For INTDEV Connect-Led Contracts:

- **Remuneration:** Compensation is structured on a per diem/contract basis, with daily rates typically ranging between US\$300 – US\$725, depending on contract value and location.
- **Hourly Rate Calculation:** If applicable, hourly rates are determined @ (Last drawn salary + 25% benefits) / Total billable hours.
- **Additional Allowances:** If applicable, travel expenses and Daily Subsistence Allowance (DSA) will be paid in accordance with INTDEV Connect's travel policy.

For Independently Led Consultant/Expert Contracts:

INTDEV Connect applies a 5% administrative fee on the total contract value.

Join Us in Driving Transformational Change! To apply submit your CV (max 2 pages – 4 sides) and a short cover letter (1 page – 2 sides) to hr@intdevconnect.com