

Job Description

Position: Senior Manager – Sustainability (ESG) SME

Department: Training & Development

Reports To: Director – Training & Development

Location: iCEM Office or as required by the organization

Transport: Daily Pick up and Drop from Ahmedabad is available to iCEM employees

About iCEM

iCEM is an autonomous institution established by the Government of Gujarat under the auspices of the Gujarat Mineral Development Corporation. With a vision to be India's leading institute for enabling sustainable mining from societal, environmental and commercial standpoints, iCEM aims to catalyse growth of the mining sector, helping it become more efficient, safe and sustainable.

Recognising the ever-evolving mining landscape and its impact on both economic growth and the environment, iCEM adopts a comprehensive approach that encompasses capacity building and skill development, developing knowledge resources, evaluating best-in-class technologies, validating breakthrough innovations for adoption in GMDC, and forging strategic collaborations with reputed national and international institutions.

Address:

Opp. Kensville Golf Resort,

Devdholera Village,

Off. Bavla - Rajkot Highway,

Ta: Bavla, Dist.: Ahmedabad,

Gujarat (India) – 382 240

Role Purpose

The Senior Manager – Sustainability (ESG) SME will be responsible for establishing and scaling the Sustainability practice as a revenue-generating business line. The role combines deep domain expertise in ESG (Environmental, Social, and Governance) with business leadership to develop solutions, build client relationships, and drive full P&L ownership of the Sustainability practice.

The incumbent will leverage hands-on experience in sustainability frameworks, regulatory requirements, and ESG reporting to understand organizational gaps and design training and advisory solutions across industries including mining (mandatory focus), textiles, power, chemicals, and other heavy industries.

Key Responsibilities

1. Practice Development & P&L Ownership

- Build and scale the Sustainability (ESG) practice into a sustainable and profitable business line.
- Define service offerings including training on ESG assessments, materiality analysis, reporting and regulations.
- Develop short- and long-term growth strategy for the Sustainability practice.
- Drive revenue growth, cost management, and profitability of the practice.

2. Domain Expertise & Solution Development

- Provide subject matter expertise in ESG frameworks, sustainability standards, and regulatory requirements.
- Design and develop training programs, certification courses, and capability development advisory solutions on topics such as SDGs, BRSR, GRI, climate risk, decarbonization, water stewardship, and circular economy.
- Translate sustainability challenges into structured capability-building interventions.
- Ensure solutions remain aligned with evolving national and global ESG standards.

3. Support Business Development & Client Acquisition

- Identify and help acquire clients across mining, textiles, power, chemicals, and heavy industries.
- Build relationships with CXOs, plant heads, Sustainability heads, and regulatory stakeholders across industries
- Develop proposals, pitch solutions, and close business opportunities.
- Drive repeat business and long-term client partnerships.

4. Market Intelligence & Thought Leadership

- Track regulatory changes, compliance requirements, and emerging Sustainability trends.
- Publish white papers, case studies, and insights to establish thought leadership.
- Represent iCEM in industry forums, conferences, and regulatory discussions.
- Identify business opportunities based on market needs and sustainability challenges.

5. Partnerships & Ecosystem Development

- Develop partnerships with regulatory bodies, industry associations, and academic institutions.
- Collaborate with external experts to create partnerships for designing and delivering training solutions
- Strengthen iCEM's positioning as a trusted Sustainability knowledge and advisory partner.

7. Learning Effectiveness & Content Improvement

- Monitor learner engagement, course completion, and feedback from digital and instructor-led programs.

- Use learning analytics and client feedback to continuously improve content quality and learning impact.
- Update learning content periodically to reflect regulatory changes, technological developments, and evolving industry practices.

Stakeholder Interfaces

Internal

- Internal Training Management Team and LMS / Technology Team
- Business Development & Client Engagement Teams
- Internal senior leaders at mines and corporate office

External

- Mining Industry Experts and Consultants
- Academic Institutions and Technical Experts
- Clients and Industry Associations and Sector Bodies

Key Competencies

- Strategic Mindset
- Operational Excellence
- Stakeholder Management
- Customer Orientation
- Sustainability Focus
- Pioneering Spirit
- Effective Communication

Qualifications

- Master's / Bachelor's degree in Engineering, Environmental Science, Sustainability, or related field
- Postgraduate degree / diploma in Sustainability, Environmental Management, Climate Change, or related discipline preferred
- Certifications in ESG/ Sustainability frameworks (GRI, BRSR, SASB, TCFD, etc.) will be an advantage

Experience

- 12–15 years of experience in Sustainability / ESG roles, with exposure to mining (mandatory)
- Hands-on experience in ESG reporting, sustainability strategy, and regulatory compliance
- Experience in implementing ESG frameworks and driving sustainability initiatives
- Proven experience in client-facing roles, consulting, or business development
- Experience across industries such as mining, power, chemicals, textiles, or heavy industries preferred
- Demonstrated experience in building or leading a sustainability practice is highly desirable

Key Success Indicators

- Successful establishment and growth of Sustainability practice
- Achievement of revenue and profitability targets
- Expansion of client base across industries
- Development of high-impact training and advisory solutions
- Strong client satisfaction and repeat engagements
- Recognition as a thought leader in Sustainability domain