



LEAD CHANGE AND MAKE AN IMPACT IN CANADA'S BIGGEST CITY



The Toronto Port Authority, doing business as PortsToronto, operates the Billy Bishop Toronto City Airport, the Port of Toronto and the Outer Harbour Marina. We are proud to be partners in securing Toronto's economic prosperity and enhancing its beautiful waterfront for all to enjoy.

If you're looking for a great position and a chance to make an impact, PortsToronto has the following full-time, challenging opportunity awaiting you:

MANAGER, ENVIRONMENT, SOCIAL AND GOVERNANCE

POSITION OVERVIEW

PortsToronto is committed to environmental sustainability, ensuring our business has appropriate controls and oversights, and meets obligations to our employees, the community and governing board. We conduct our operations in a manner that is consistent with protecting the environment, building and preserving natural habitats and ensuring that we give back to the communities that we serve.

Reporting to the Vice President, Infrastructure, Planning and Environment, the Manager of Environment, Social and Governance (ESG) has a leadership role to create and maintain a strategy and related programming, including identifying and implementing pathways to achieve our declared target of a 35% reduction in carbon emissions to below 2015 levels by 2030 and to address issues relevant to ESG that PortsToronto can affect.

The ESG Manager will liaise between the business units and management to achieve the goals and Key Performance Indicators (KPIs) set by PortsToronto, including evaluation and reporting on operational performance.

General duties and responsibilities include, but are not limited to:

- Develop thoughtful and considered ESG vision in alignment with the corporate Mission, Vision, Values, strategy and policies including commitment to PortsToronto's 2030 carbon reduction goals.

- Ensure resources and funding is established in the organization to progress ESG efforts.
- Enhance existing ESG framework and develop an actionable road map / plan with targets, timelines, budget requirements and accountability mechanisms, and further incorporate ESG into strategy development and execution.
- Identify performance metrics and data requirements (using globally-recognized standards and frameworks) to measure our ESG impact, and ensure the business is tracking to meet our ESG goals aligning to the requirements of government and industry.
- Keep abreast of new technologies in all PortsToronto's Business Units that are relevant to advancing ESG agenda. This includes, but is not limited to items such as electric vehicles and aircraft, eVTOL vehicles, trash trapping devices
- Draft sustainability/ESG content and reports for internal stakeholders (Board, Sr. Management, employees) and external stakeholders including engaging with other internal teams (e.g., Operations, HR, Finance, etc.).
- Identify, gather, and analyze ESG data and prepare content for PortsToronto's annual sustainability reporting and other public disclosures, ratings, and surveys in accordance with globally-recognized standards and frameworks (e.g., GRESB, GRI, SASB, TCFD, CDP, MSCI, Sustainalytics, ISS, etc.).
- Research Developments in ESG Reporting; investigate Level 1 Carbon Accreditation
- Co-chair the Sustainability Committee
- Be an internal ESG champion through educating, influencing, and implementing transformational change in all aspects of our business, working collaboratively and cross-functionally.
- Plan and manage stakeholder engagement activities related to ESG initiatives.
- Drive economic diversity forward within the organization and the surrounding community.
- Take a whole value chain view and conduct risk and opportunities of ESG; consider ESG thinking in decision-making regarding business partners and third parties, suppliers, customers, local communities and markets.

QUALIFICATIONS:

- Minimum Bachelor's degree in a relevant field of study, such as sustainable business, natural resource management, environmental science, sustainability, environmental engineering environmental law, climate change or equivalent combination of education and experience
- Minimum 6-8 years of progressive experience in sustainable business management, social and governance preferably in transport industry or sustainability sector.
- Experience in setting business metrics, conducting strategic analysis, developing processes and standards to streamline overall operations and implementing new initiatives that have an impact on business operations.
- Advanced knowledge of corporate governance, social, and environmental issues (climate change experience is an asset).
- Experience in developing and leading strategy, budget planning, performance to metrics and accountability to key performance targets.
- Experience in business development and sustainability/ESG reporting and disclosure is preferred.
- Experience and knowledge of energy management, energy audits, and decarbonization planning would be valued.
- Financial acumen with experience and aptitude in financial reporting would be an asset.
- Interpret data and outcomes as it relates to ESG reporting standards and frameworks, rating systems and disclosure requirements/standards for Canada
- Excellent and effective communication skills to present research reports in a simple business language to support in management decisions.
- Strong capacity to analyze data and present in an influential manner to different levels of audience.

- Able to influence, collaborate and negotiate cross functionally, as well as with external stakeholders to achieve results.
- Strong decision-making skills, including strategic and critical thinking abilities.
- Effective at problem solving, negotiating resolutions and conducting root cause analysis with a goal towards continuous improvements.
- Excellent skills of project management, organised, possessing a solid ability to plan and follow up.
- Able to multi-task, with an ability to work under pressure manage to meet deadlines and adapt easily to change in a dynamic environment.
- Demonstrated skill in change management
- Highly accountable and able to take ownership of initiatives
- Displays ethical leadership
- Able to respond and pivot quickly to new initiatives and business needs
- Bilingual in French is an asset.
- Proficient computer skills with Microsoft Office products, and research program and software.

Note: If you would like to get the details of the job description, please email to: careers@portstoronto.com

Qualified candidates are invited to e-mail a resume along with a covering letter outlining how your experience supports our position requirements by to: careers@portstoronto.com.

In the Subject Line state: **Manager, ESG**

We thank all applicants for their interest. Only applicants selected for an interview will be contacted.

PortsToronto is an equal opportunity employer.