

**Trends impacting this role**Changing Public/  
Client Expectations**Responsibilities of the role**

The ESG (Environmental, Social and Corporate Governance) specialist is responsible for implementing and reviewing ESG philosophy and policies. Job holders will develop and evaluate ESG reporting and risk management structures according to relevant and/or applicable industry standards and best practices. The role will assess the impact of ESG megatrends on organisations, develop or recommend improvement of ESG frameworks and monitor activities according to ESG frameworks.

**Job Tasks**

- Identify and assess the impact of emerging social and environmental megatrends on organisations and assess business strategies, processes and activities by performing due diligence and/or benchmarking the organisation's ESG policies, procedures and performance against peers and sector best practices
- Implement and/or review ESG reporting structures by ensuring compliance to local and international regulations and standards and ensure the timely and correct submission or publication of required ESG reports
- Articulate ESG strategy that is aligned to the business strategies and goals, and develop, monitor, review and update ESG initiatives such as policies, framework, guidelines, programmes and metrics to ensure that ESG strategy is implemented
- Engage internal stakeholders by presenting and developing communication materials to ensure buy-in from investors, board and operational teams and provide subject matter expertise

**Skills Analysis****Technical Skills (TSC) Required**

- |                                     |                                 |
|-------------------------------------|---------------------------------|
| • Audit and Review Management       | • Governance                    |
| • Benchmarking                      | • Internal Controls             |
| • Business Acumen                   | • Macroeconomic Analysis        |
| • Business Continuity Management    | • Project Execution and Control |
| • Business Process Analysis         | • Regulatory Risk Assessment    |
| • Change Management                 | • Risk Advisory                 |
| • Environment and Social Governance | • Risk Management               |
| • Financial Analysis                | • Stakeholder Management        |
|                                     | • Strategy implementation       |

**Critical Core Skills Required**

- |                 |                   |                              |
|-----------------|-------------------|------------------------------|
| • Communication | • Influence       | • Sense Making               |
| • Collaboration | • Problem Solving | • Transdisciplinary Thinking |

\* Estimated timeline of demand for emerging job roles (Short-term: Current to 2 years | Medium-term: 2 to 5 years)

Source: 1. [EY - Environment, Social and Corporate Governance Specialist](#)

## Growing emphasis on sustainable business practices fuels the demand for ESG talents



Priscilla Tong  
Manager, Climate Change and Sustainability Services,  
Ernst & Young Singapore

“There is no typical day at work. We do and learn new things everyday – and this is what keeps me going

Priscilla’s passion for environmental issues has always been close to heart and cultivated since her school days. Encouraged and driven by passion and interest, Priscilla pursued a career in ESG and is a Manager with the Climate Change and Sustainability Services (CCaSS) department at EY. She has been with the practice for more than 3 years.

### ESG will be a key agenda for stakeholders

She shares that sustainability is now a top priority for clients and their stakeholders, who are looking beyond compliance obligations and integrating sustainability into their business strategies. Investors for example, are not only **integrating the ESG lens into their investments and processes**, but also expect their portfolio companies to do the same. In line with this, there is greater demand for practitioners in this field to help clients **create long-term value, manage ESG risks** and opportunities and **safeguard their businesses** to be more **resilient**.

### Breadth of advisory work across various industries is a testament to the demand for ESG practitioners

“Every industry is or will be affected by climate change in one way or the other. Intensified by the burning need to work on climate change and sustainability issues, there is a drive to take on an **ESG lens to see the world**” said Priscilla. She explains that an ESG specialist provides a wide range and depth of advisory and assurance services to clients to define and manage their ESG impacts. These include ‘E’, ‘S’ and ‘G’ components from decarbonization strategies, non-financial reporting, sustainable supply chain, environmental risk management, to outcomes measurement and impact investing.

“With the increasing emphasis on **green financing and sustainable finance**, practitioners will play an important role to help clients develop frameworks to structure bonds and loans,” shares Priscilla. “An ESG specialist also helps organisations **address organisational sustainability issues** such as energy, greenhouse gas, water and waste management and measures the **impact and outcome of their social sustainability efforts**,” explains Priscilla.

### Existing practitioners need to understand how ESG will broaden their job tasks today

Priscilla shares that as demand rises for ESG information and disclosures, **opportunities will arise for various practitioners** in the areas of ESG reporting and assurance. For instance, Tax practitioners might need to advise clients on related goods and services tax verifications under carbon tax regulations with increasing efforts to reduce carbon footprint globally, while accounting practices will need to consider the various ESG standards for reporting and the impact of risks related to climate that can be material to financial statements. Practitioners in the Business Valuation and Mergers and Acquisitions field might also need to understand how to measure or increase the business value of clients through the ESG lens.

### Advice to practitioners who are exploring a career in ESG

“The work we do is dynamic and there are always new standards and initiatives announced by governments around the world from time to time. It is useful for practitioners, both current and those exploring to enter this field, to **proactively keep up with the latest trends and developments happening in this space**”, shares Priscilla.