

## Sustainability Manager

**ESTIMATED TIME HORIZON:**  
Medium- to Long-term\*[Contents](#)  
[Section Top](#)**Trends impacting this role**

- Sustainable production

**Other considerations**

- Companies who are keen on undertaking sustainability initiatives will require this role, whether in full-time capacity, or as an expanded job scope for existing staff
- Companies may also opt for a cross-functional Sustainability workgroup led by existing workers

**Responsibilities of the role**

The Sustainability Manager serves as the organisation's expert on sustainability-related trends, issues, regulations, and policies, and drives relevant initiatives and business practices to help the organisation achieve its sustainability goals. The job holder is also responsible for developing and managing the process of impact modelling as well as data collection and analysis to guide business investments into sustainability projects, and may be required to lead cross-functional teams in executing these projects.

**Job Tasks**

- Conduct market research to gather data and insights relating to consumer expectations, sustainable food systems, potential technologies, policies, and practices to adopt to mitigate wastages or negative impacts on the environment
- Collaborate with business leaders to develop and chart a sustainability roadmap aligned to the organisation's vision and strategy, identifying key sustainability milestones, pilots, and initiatives for the short- to long-term
- Implement and operationalise a consistent methodology for quantifying sustainability impact and provide oversight to the business in applying this discipline to sustainability goals
- Form and direct cross-functional teams comprising key internal stakeholders to launch sustainability pilots or initiatives in selected areas, guiding teams to design, implement, track, and report on progress toward social sustainability targets

**Technical Skills (TSC) Required**

- Business Acumen
- Business Performance Management
- Change Management
- Conflict Resolution
- Continuous Process Improvement
- Data Analytics
- Green Manufacturing Design and Implementation
- Market Research
- Project Management
- Technology Application
- Stakeholder Management
- Strategy Development
- Sustainable Manufacturing
- Sustainability Management
- Systems Thinking
- Utilities Management

**Critical Core Skills (CCS) Required**

- Collaboration
- Creative Thinking
- Decision Making
- Problem Solving
- Transdisciplinary Thinking

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



Incumbents from the following existing roles within the Food Manufacturing can be reskilled to fulfil this emerging role.

JOB ROLE TO BE  
RESKILLED AND  
UPSKILLED

TRANSFERRABLE  
SKILLS

ADDITIONAL SKILLS  
TO DEVELOP

1

Engineer / Engineering  
Manager / Maintenance  
Manager

Production

- Business Performance Management
- Change Management
- Conflict Resolution
- Continuous Process Improvement
- Green Manufacturing Design and Implementation
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- Business Acumen
- Data Analytics
- Market Research
- Technology Application
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- Sustainability Management

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Production Manager

Production

- Business Performance Management
- Change Management
- Conflict Resolution
- Continuous Process Improvement
- Green Manufacturing Design and Implementation
- Project Management
- Stakeholder Management
- Strategy Development
- Systems Thinking

- Business Acumen
- Data Analytics
- Market Research
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- Sustainable Manufacturing
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Incumbents from the following existing roles within the Food Manufacturing can be reskilled to fulfil this emerging role.

JOB ROLE TO BE RESKILLED AND UPSKILLED	TRANSFERRABLE SKILLS	ADDITIONAL SKILLS TO DEVELOP
<b>1</b>  <b>QA&amp;QC Specialist / Food Safety Specialist / Laboratory Manager</b>  <b>Quality Assurance &amp; Quality Control</b>	<ul style="list-style-type: none"> <li>• Business Performance Management</li> <li>• Change Management</li> <li>• Conflict Resolution</li> <li>• Continuous Process Improvement</li> <li>• Project Management</li> <li>• Stakeholder Management</li> <li>• Strategy Development</li> <li>• Systems Thinking</li> </ul>	<ul style="list-style-type: none"> <li>• Business Acumen</li> <li>• Data Analytics</li> <li>• Green Manufacturing Design and Implementation</li> <li>• Market Research</li> <li>• Sustainable Manufacturing</li> <li>• Sustainability Management</li> <li>• Technology Application</li> <li>• Utilities Management</li> </ul>
<b>2</b>  <b>Product Technologist / Innovation Manager</b>  <b>Research &amp; Development</b>	<ul style="list-style-type: none"> <li>• Business Performance Management</li> <li>• Change Management</li> <li>• Conflict Resolution</li> <li>• Continuous Process Improvement</li> <li>• Green Manufacturing Design and Implementation</li> <li>• Project Management</li> <li>• Stakeholder Management</li> <li>• Strategy Development</li> <li>• Systems Thinking</li> </ul>	<ul style="list-style-type: none"> <li>• Business Acumen</li> <li>• Data Analytics</li> <li>• Market Research</li> <li>• Technology Application</li> <li>• Sustainable Manufacturing</li> <li>• Sustainability Management</li> <li>• Utilities Management</li> </ul>

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