

● Innovation Management

Context of change and impact on job tasks

As the requirements for clean, reliable and comparable sustainability data continue to grow, the role of an innovation executive would be to support job families to increase productivity and decrease operational inefficiencies (e.g. assessing sustainability performance, processing sustainability data for sustainability reports and identification of relevant sustainability risks) through the exploration of innovative sustainability-related technologies (e.g. blockchain and Generative AI, etc).

The job role holder would be tasked with identifying feasible innovative ideas from employees internally and sourcing for innovative sustainability-related technologies externally. The job role holder would engage in deal negotiations and conduct necessary due diligence and documentation processes to acquire or collaborate with organisations possessing relevant sustainability-related technologies.

Additionally, the job role holder would be responsible for conducting Proof of Concept testing on selected sustainability-related technologies, evaluating the impact on the organisation and driving the implementation of these technologies across the businesses.

Overall, this job role holder will see significant changes in tasks and will require specific sustainability knowledge to perform their responsibilities.

Time horizon of impact: Within the next three years

Impact on key job tasks

● High augmentation ● Moderate augmentation ● Low augmentation

Critical work function	Additional key job task	Impact on job task
Develop organisation's innovation competency	<ul style="list-style-type: none">Collect data on sustainability-related technology that has helped similar organisations scale successfullyDraft, develop and endorse sustainability-related policies and frameworks to promote an innovative mindset and culture within the organisationAllocate resources for the design, building and maintenance of innovative ideas in sustainability that are within acceptable risk levelsOversee, deliver and assist internal training programmes on implementing sustainability-related innovative ideas, solutions and ways of working within the organisation	●
Identify and drive business process improvement and innovation solutions	<ul style="list-style-type: none">Draft sustainability-related innovation initiatives and shortlist potential innovative solutions based on the business unit's strategies, pain points, existing processes and workflowEvaluate the effects of sustainability-related improvement and innovation initiatives on the organisation's business outcomesAssist and collaborate with cross-functional teams and business managers to conduct Proof of Concept testing and gather required data and design methods on sustainability-related innovation and process improvementEnsure that processes are aligned with the organisation's sustainability priorities and benchmarks as well as evolving sustainability regulations, disclosure requirements, and responsible banking standardsDevelop robust business cases by assessing the feasibility and financial impact of proposed processes and initiatives related to sustainability innovation initiativesEndorse and drive selected sustainability-related initiatives and systems to improve processes and systems	●

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Identify disruptive technologies and acquire / partner suitable organisations	<ul style="list-style-type: none">Conduct research projects and provide recommendations on disruptive sustainability-related technologies with the potential for acquisition / partnershipsAssist and manage legal, operational, intellectual property, information technology, human resources due diligence and documentation processes on potential and actual acquisitions / partnerships of disruptive sustainability-related technologiesLead and conduct deal negotiations for the acquisitions / partnerships of disruptive sustainability-related technologiesIdentify and evaluate potential consequences and changes in operational processes arising from the acquisitions / partnerships of disruptive sustainability-related technologiesFormulate and rollout implementation restructuring plans to integrate disruptive sustainability-related technologies	●
Implement innovation and business process improvement initiatives	<ul style="list-style-type: none">Identify, implement and oversee the implementation of employees' innovative ideas in sustainability into existing business processesResearch and assess the potential impacts on business processes caused by the implementation of innovative solutions in sustainabilityDevelop a business case for innovation solution in sustainability and propose it to heads of business units and senior stakeholdersAssist and design the implementation plans for innovation initiatives / solutions in sustainability	●

SF TSCs needed

● Impact Indicators, Measurement and Reporting	L3	L4	L5
● Sustainability Reporting	L3	L4	L5
● Sustainability Risk Management	L3	L4	L5

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The job role holder would be tasked with identifying feasible innovative ideas from employees internally and sourcing for innovative sustainability-related technologies externally, including profiling tools which incorporate the client’s sustainability preferences and risk appetite. The job role holder would engage in deal negotiations and conduct necessary due diligence and documentation processes to acquire or collaborate with organisations possessing relevant sustainability-related technologies.

Additionally, the job role holder would be responsible for conducting Proof of Concept testing on selected sustainability-related technologies, evaluating the impact on the organisation and driving the implementation of these technologies across the businesses.

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