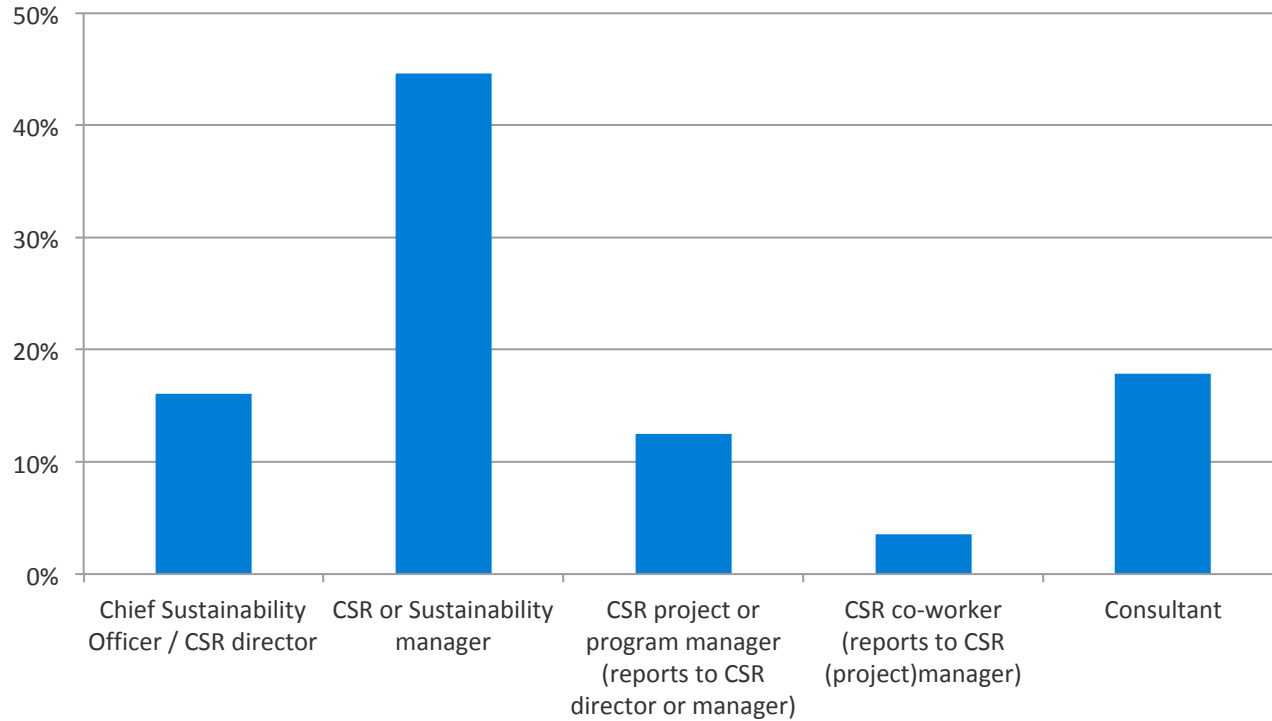


The State of the Sustainability Profession 2023

Monday September 11, 2023

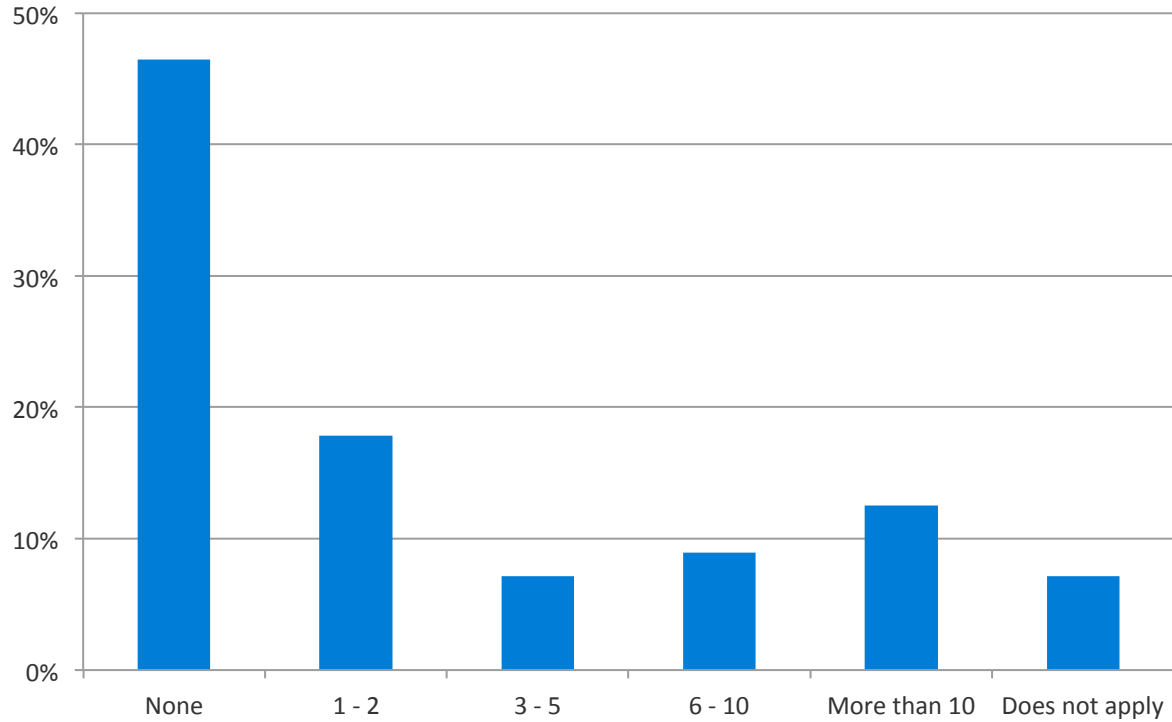


Q2: How would you classify your current role?



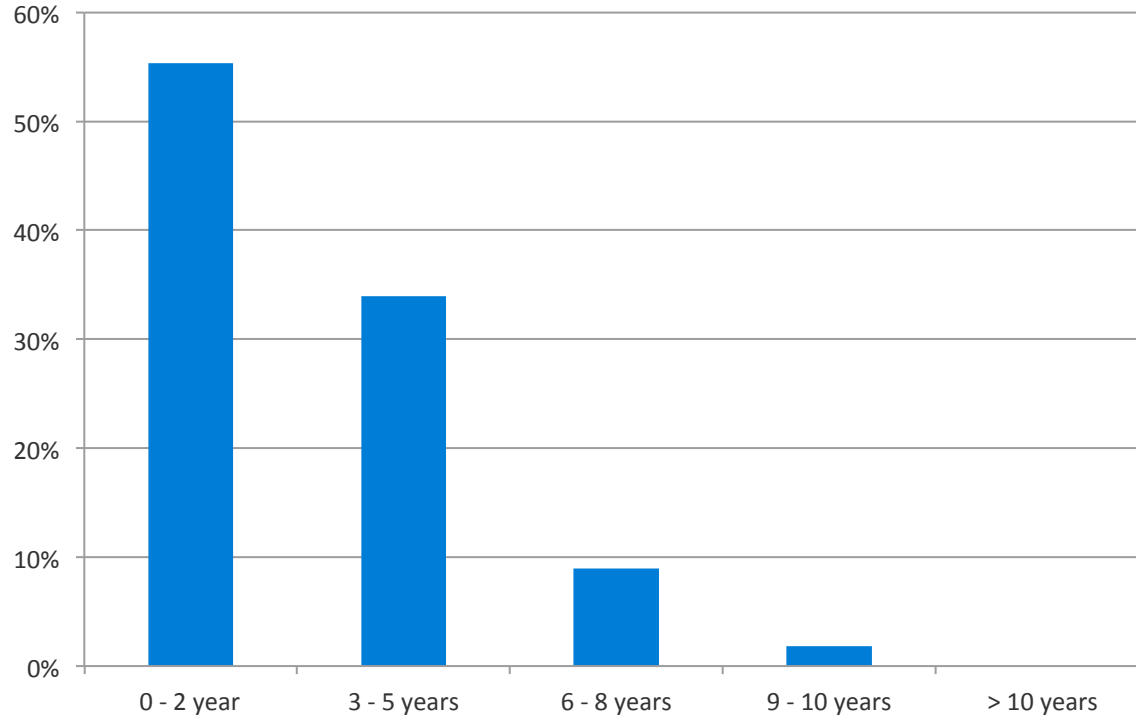


Q3: How many people report directly to you in your organization?

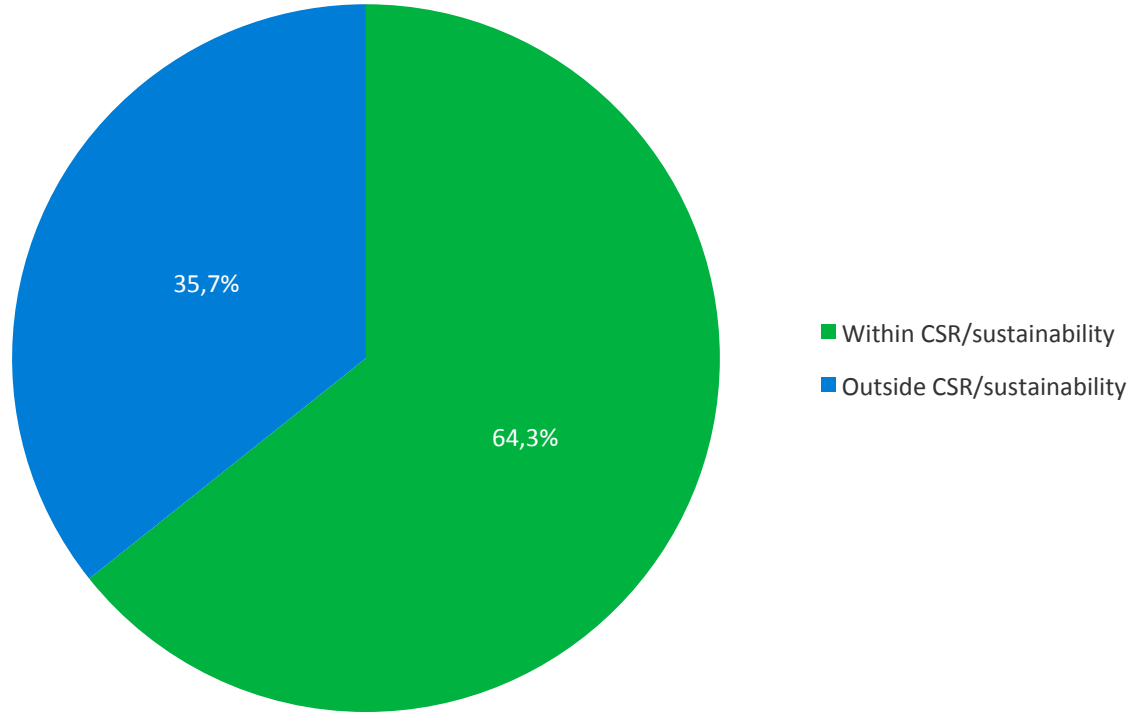




Q4: How long have you been in your current role?

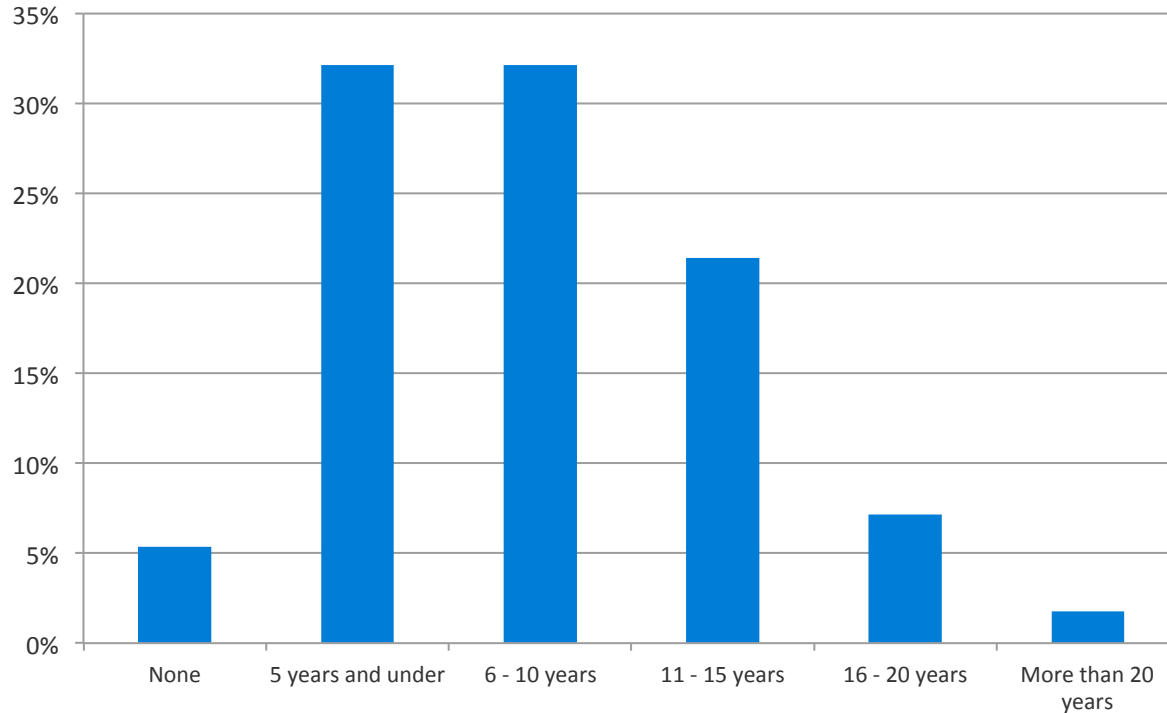


Q5: Your previous job was



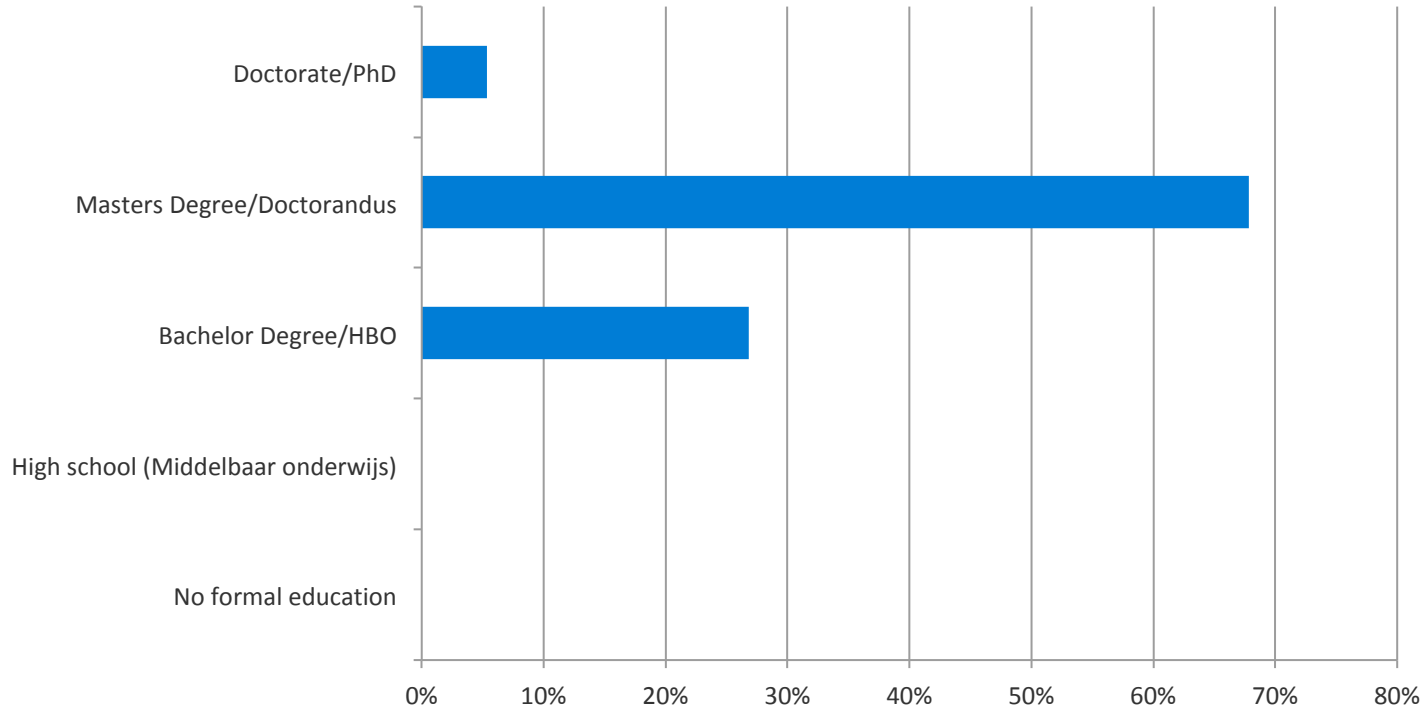


Q6: How many years of work experience do you have in CSR/sustainability?



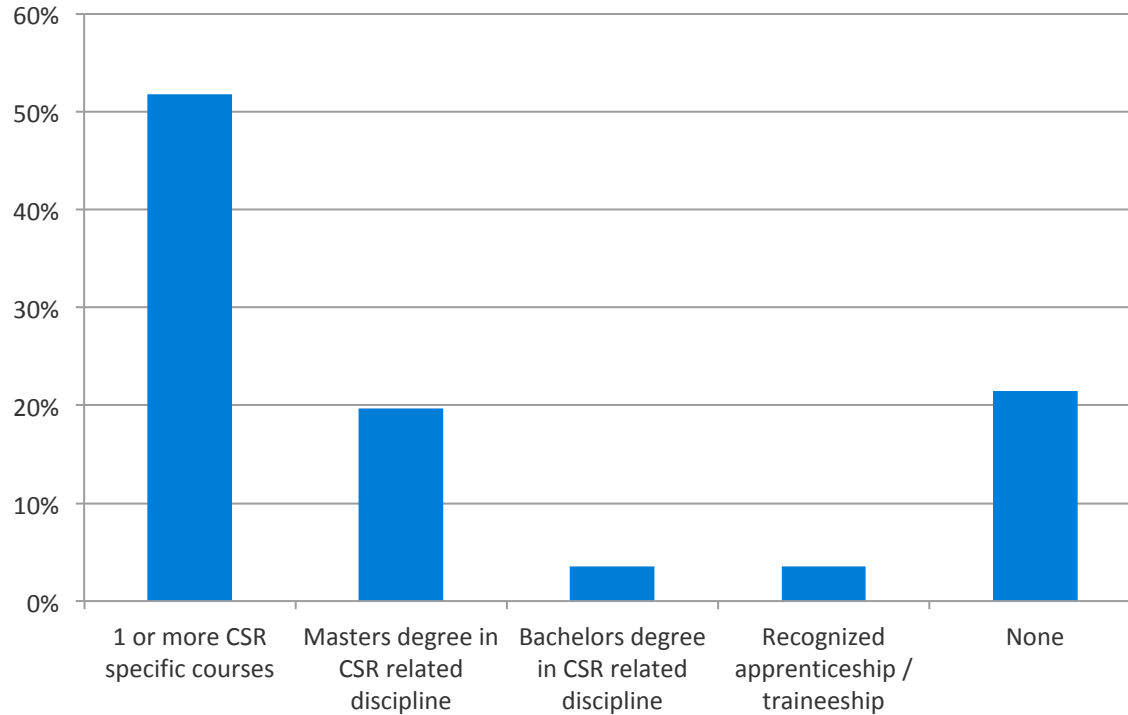


Q7: What is the highest level of education you have completed?

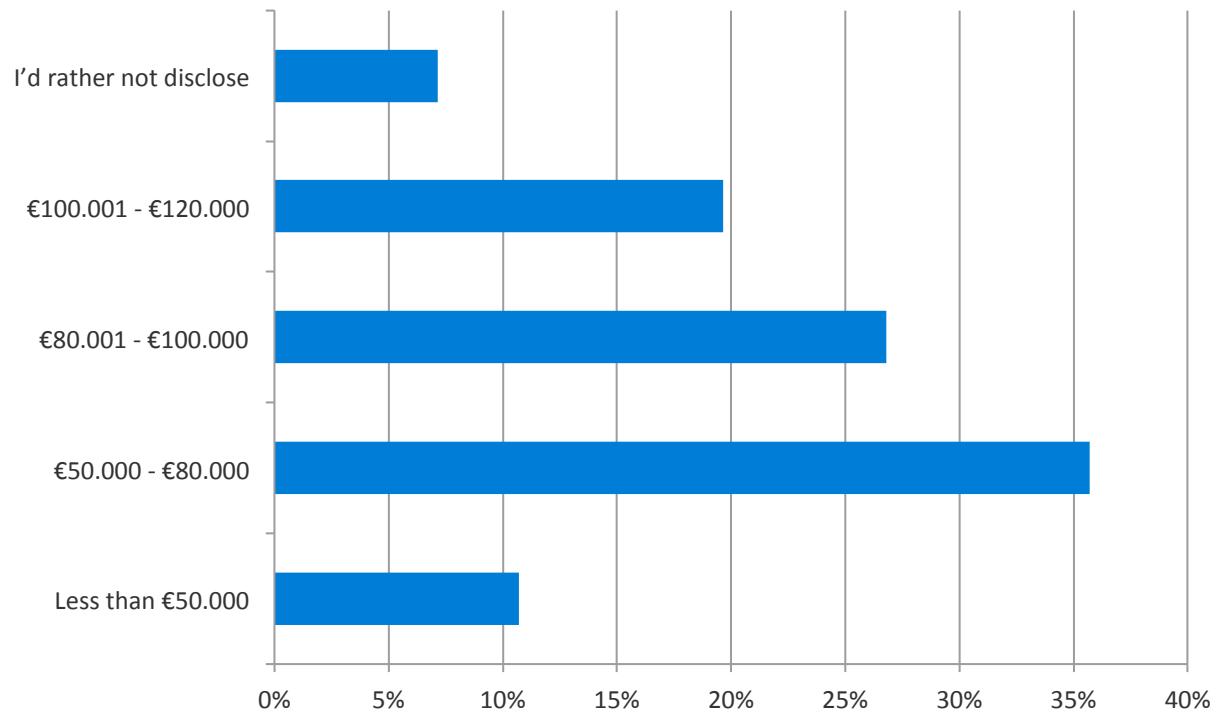




Q8: What is the highest level of the CSR/sustainability qualifications that you hold?



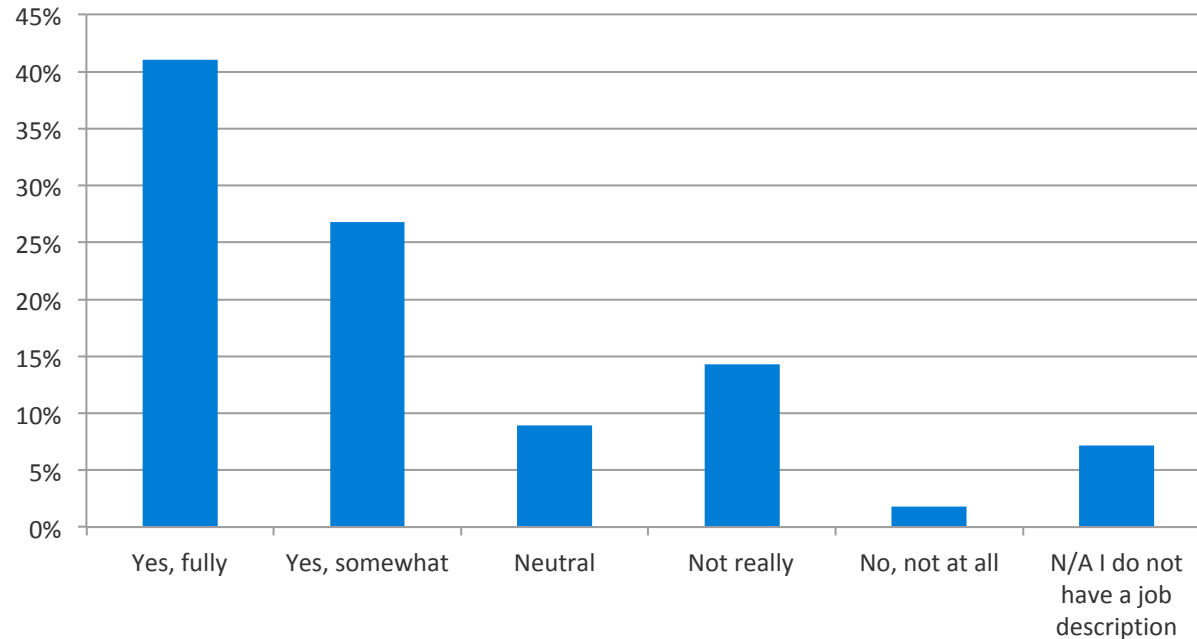
Q9: In your current position, what is your range of base annual pay? (including holiday allowance), based on 100 % service (if unknown take your monthly gross = bruto and x 13)



Q10: Please indicate to what extent you agree with the following statement about your current job description and how reflective it is of your current role?

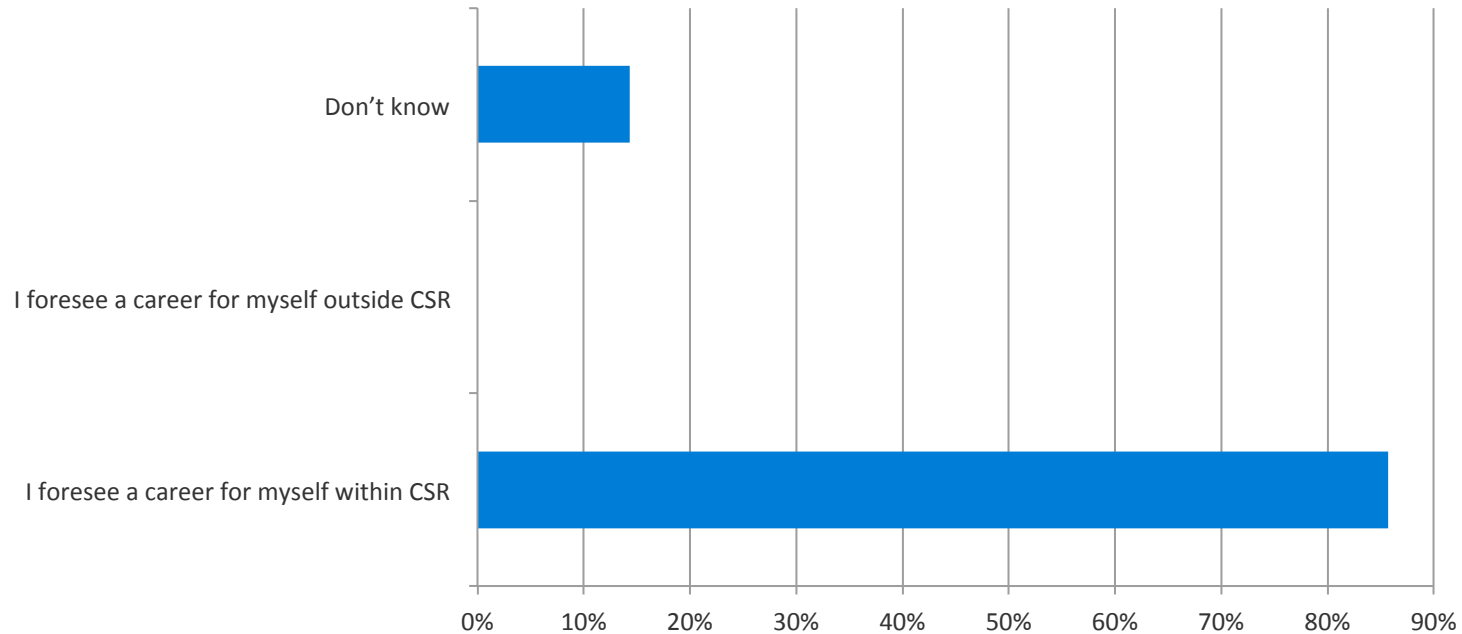


My current job description reflects my current role:

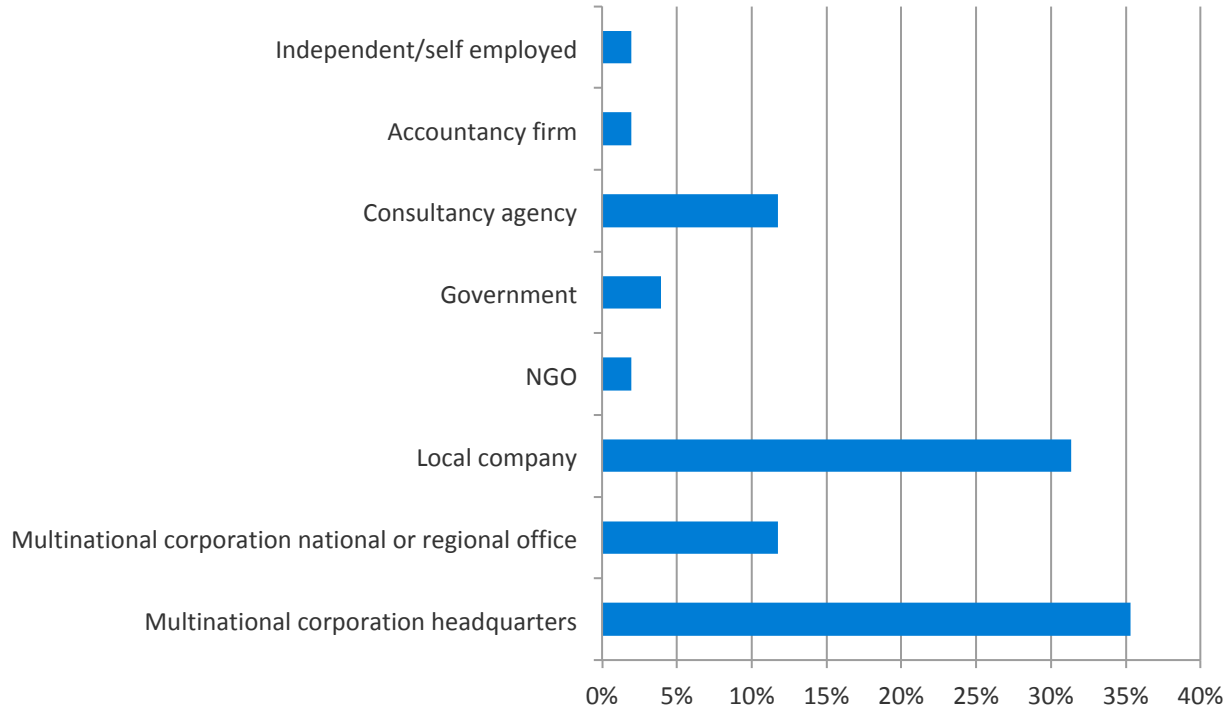




Q11: Indicate how you would like to see your career develop in the future

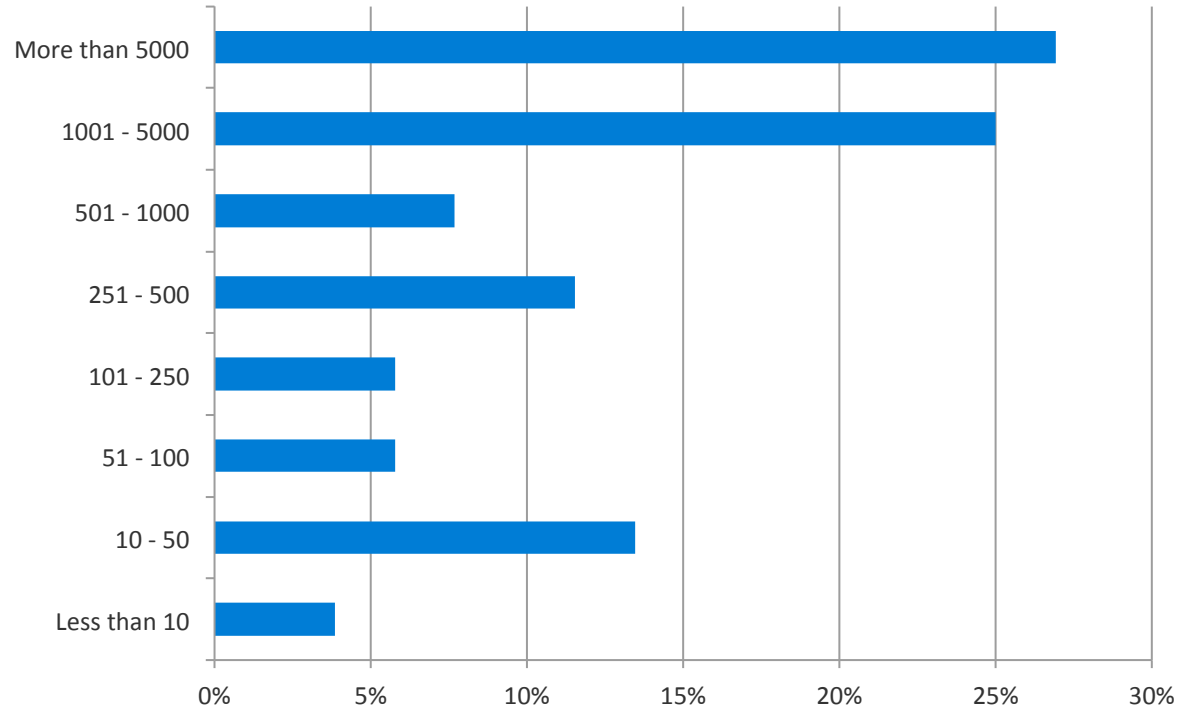


Q12: What best describes the organization you work for?

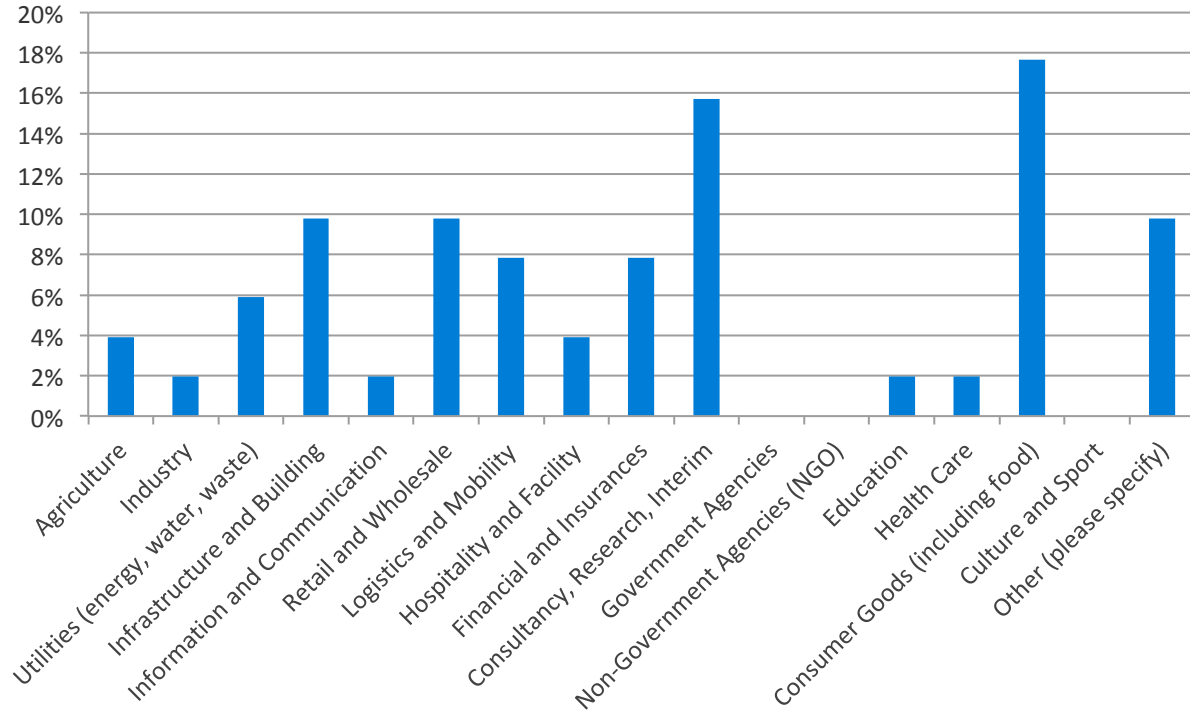




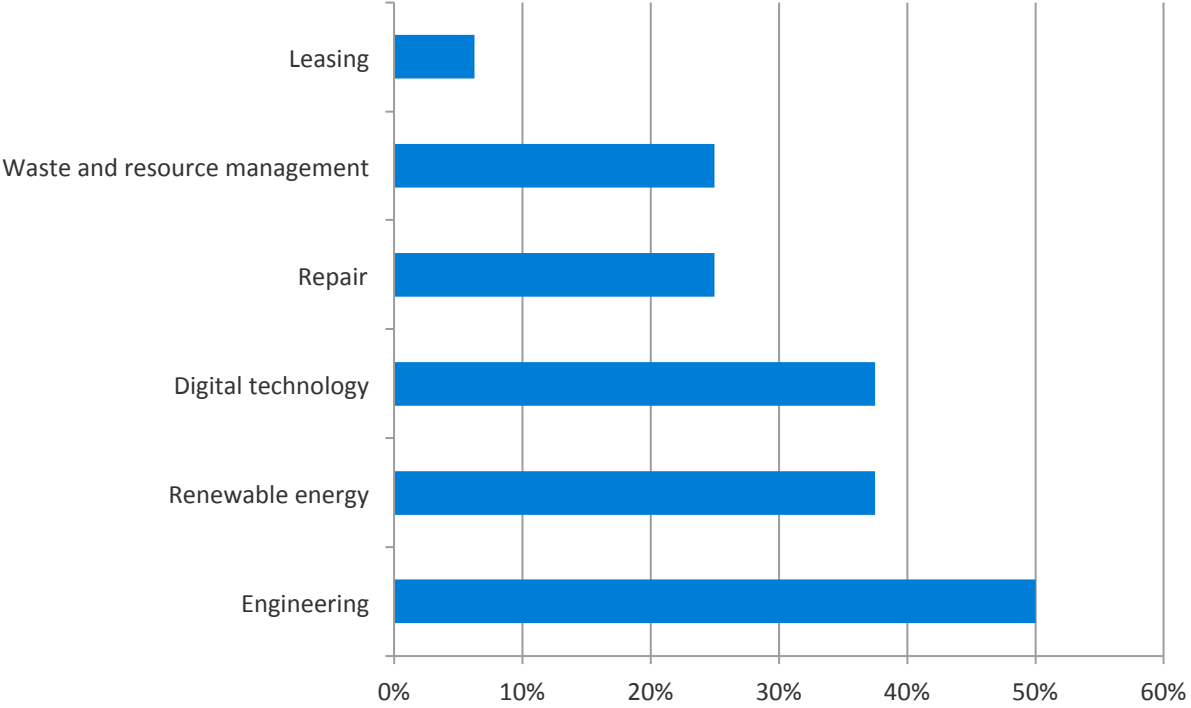
Q13: How many people work for your organization in total?



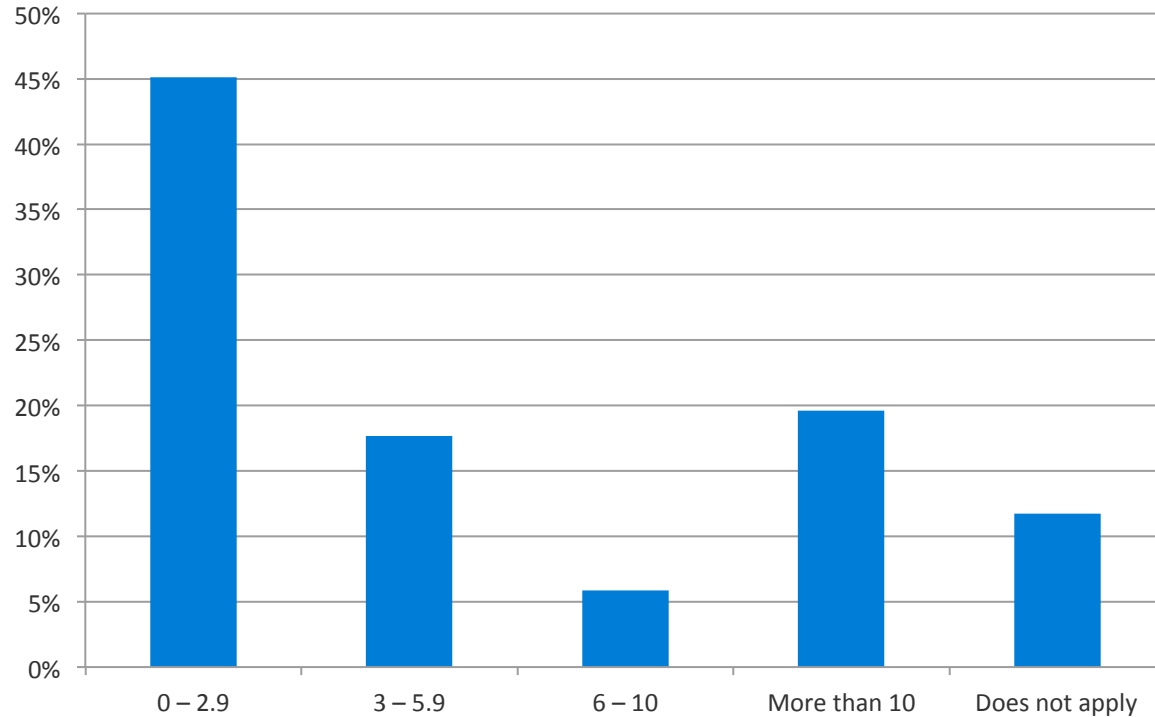
Q14: What sector does your organization primarily belong to?



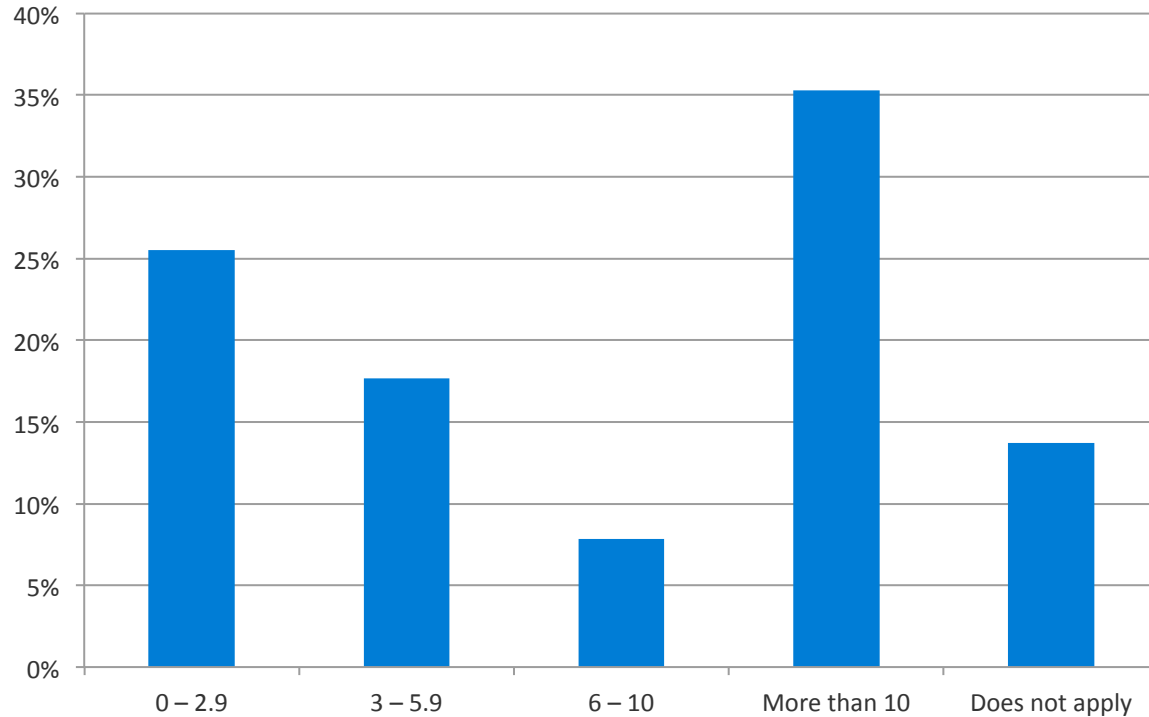
Q15: Indicate, when relevant, if your organization belongs to one of the following subsectors. [multiple answers]



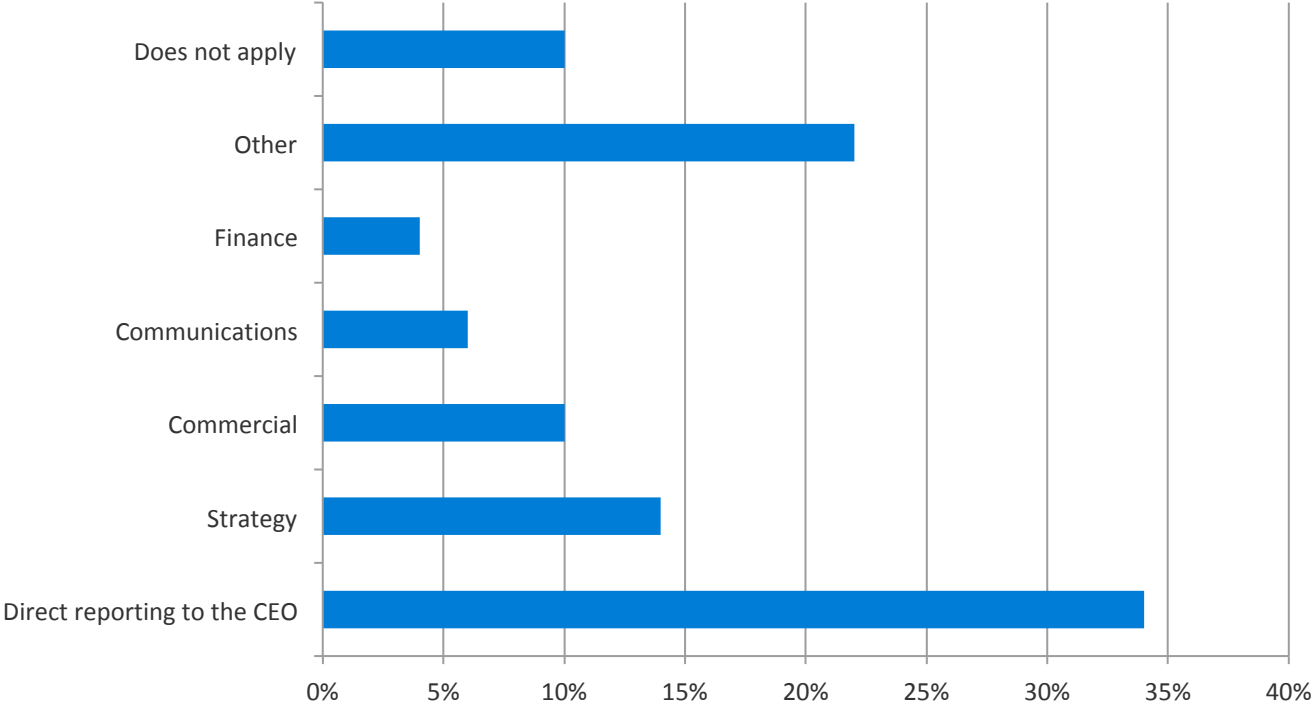
Q16: How many people (in FTE) are formally allocated to integrating CSR/Sustainability strategies into your organization, as part of the department?



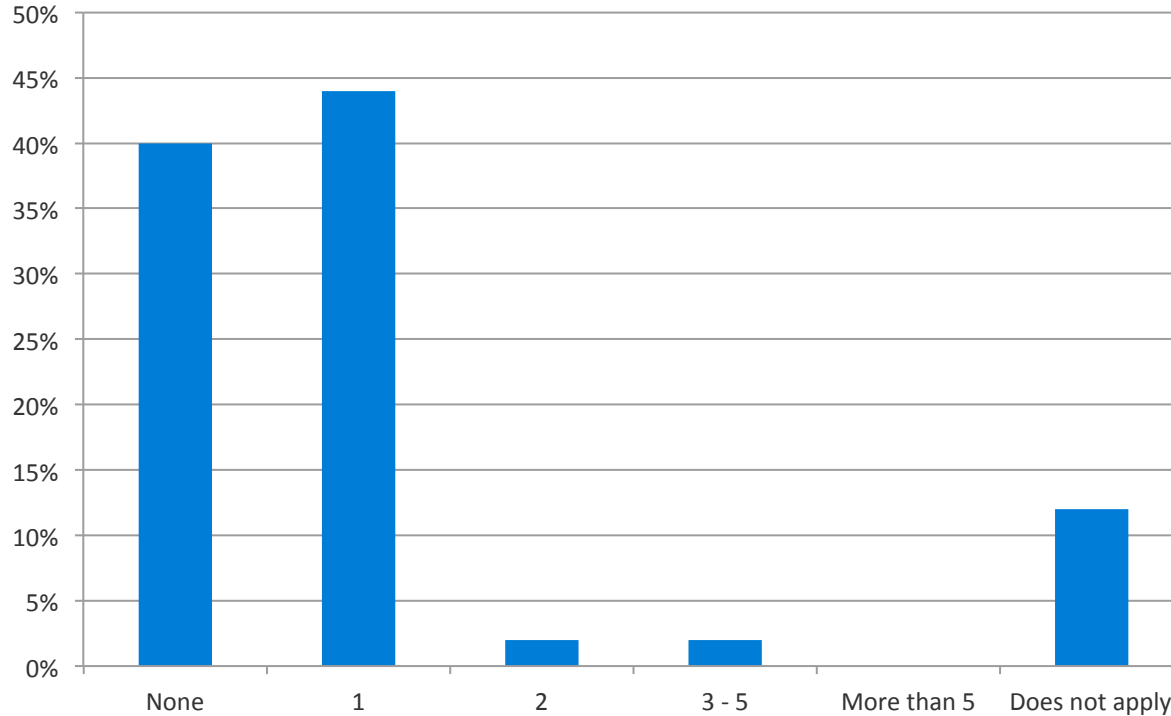
Q17: How many people (in FTE) are formally allocated to integrating CSR/Sustainability strategies into your organization, OUTSIDE of the CSR/sustainability department?



Q18: What department in your company is CSR/Sustainability part of? (ie. which department is your budget part of?)

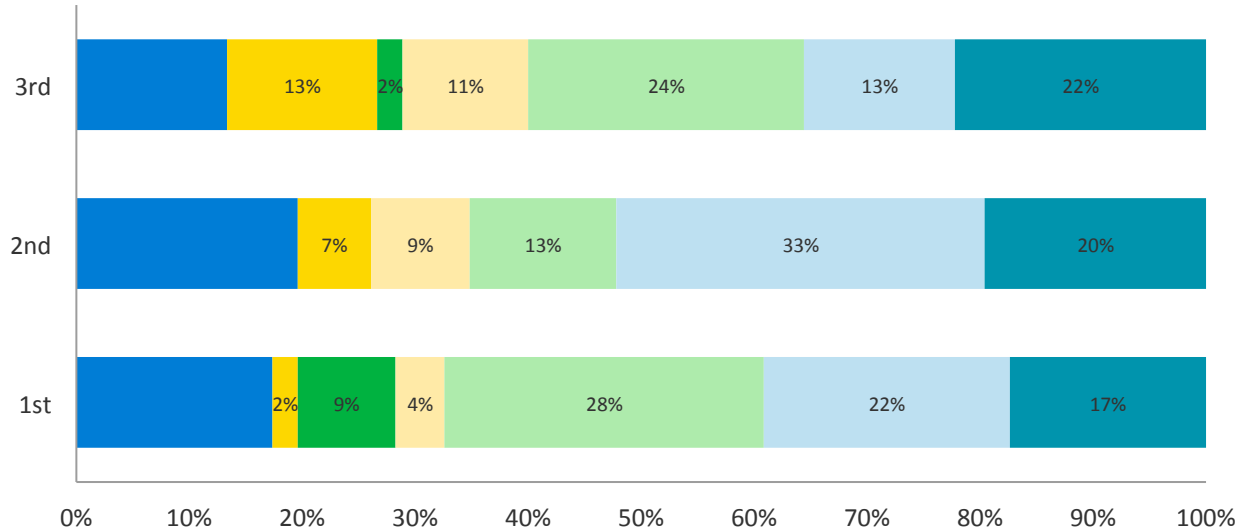


Q19: How many people are there between the highest ranked CSR/Sustainability Manager and the CEO in your organization?



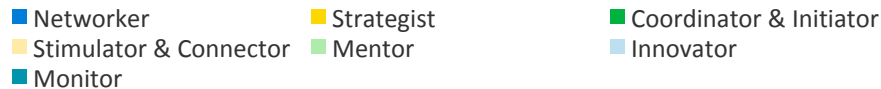
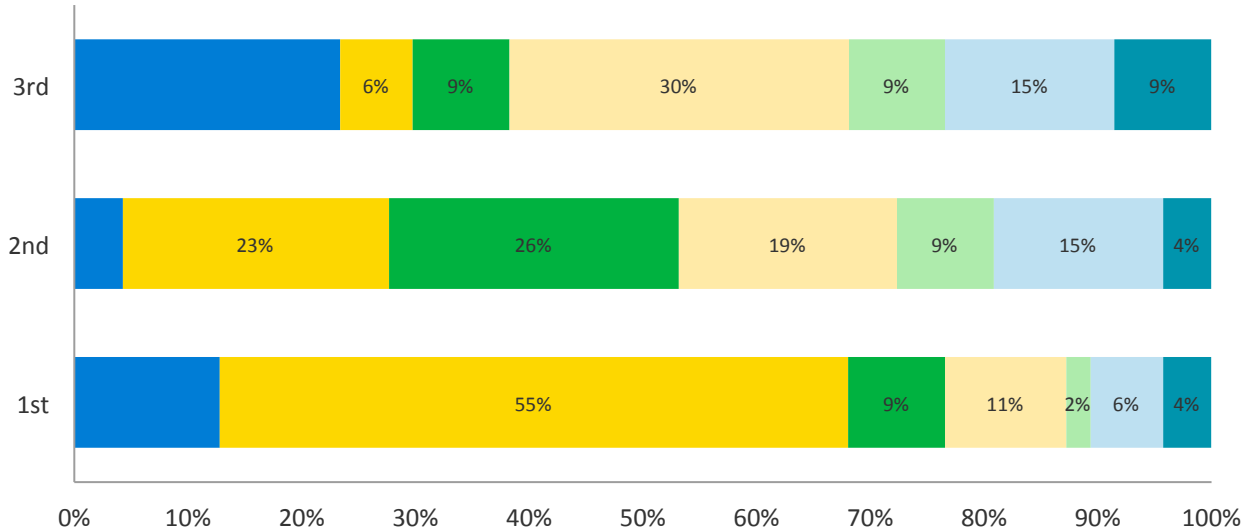


Q21: Please rank the three roles you spend the LEAST amount of your time on

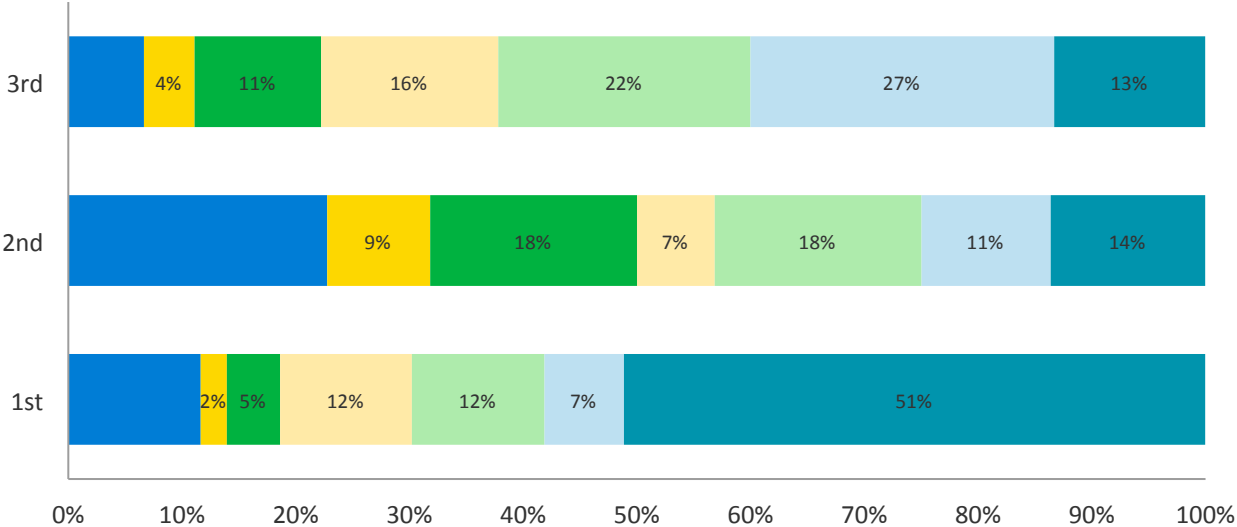


- Networker
- Strategist
- Coordinator & Initiator
- Stimulator & Connector
- Mentor
- Innovator
- Monitor

Q22: Please rank the three roles you would PREFER to spend the LARGEST portions of your time on



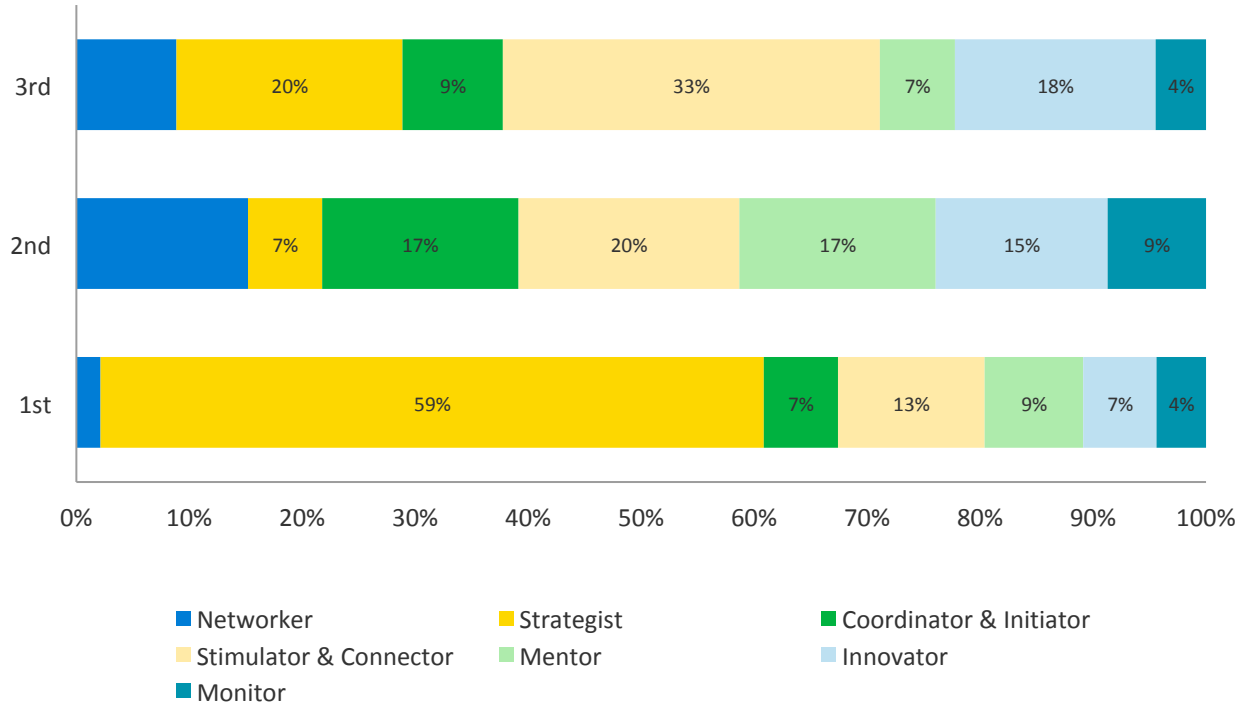
Q23: Please rank the three roles you WOULD LIKE to spend the LEAST amount of your time on



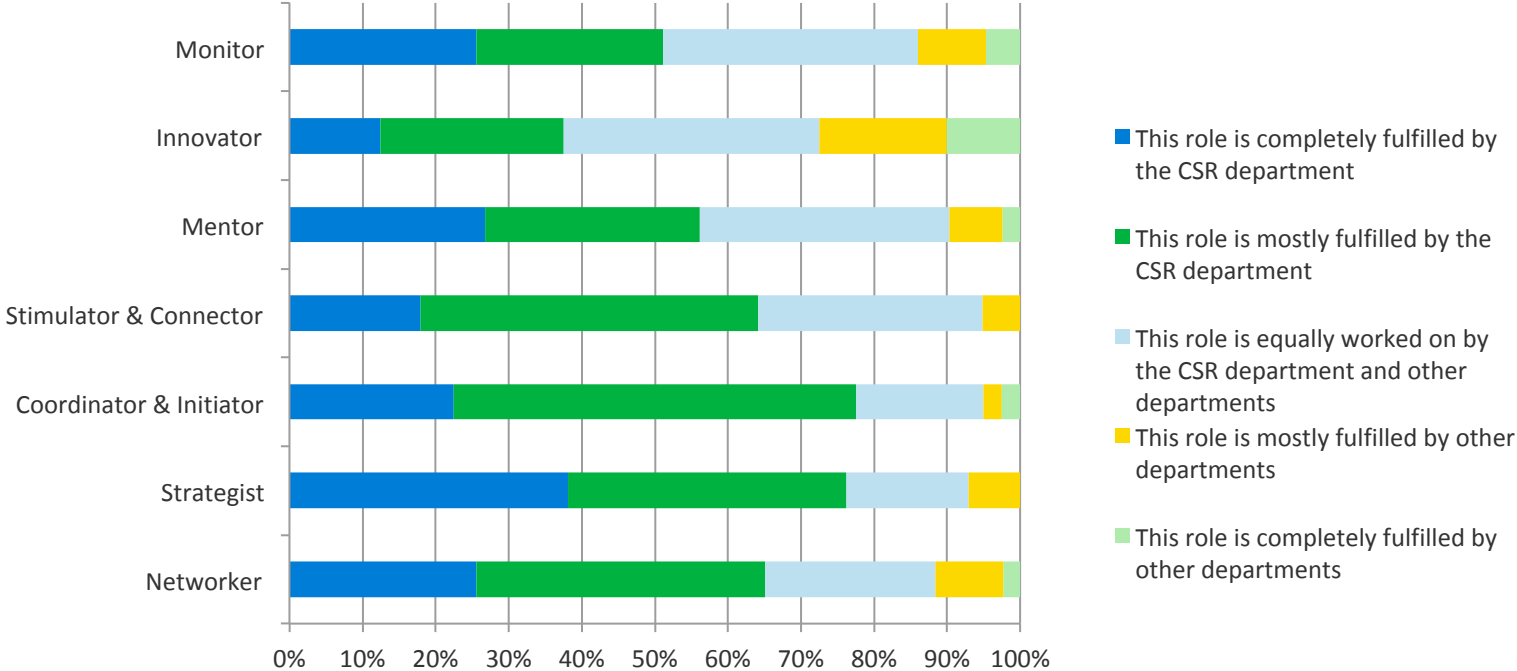
- Networker
- Strategist
- Coordinator & Initiator
- Stimulator & Connector
- Mentor
- Innovator
- Monitor



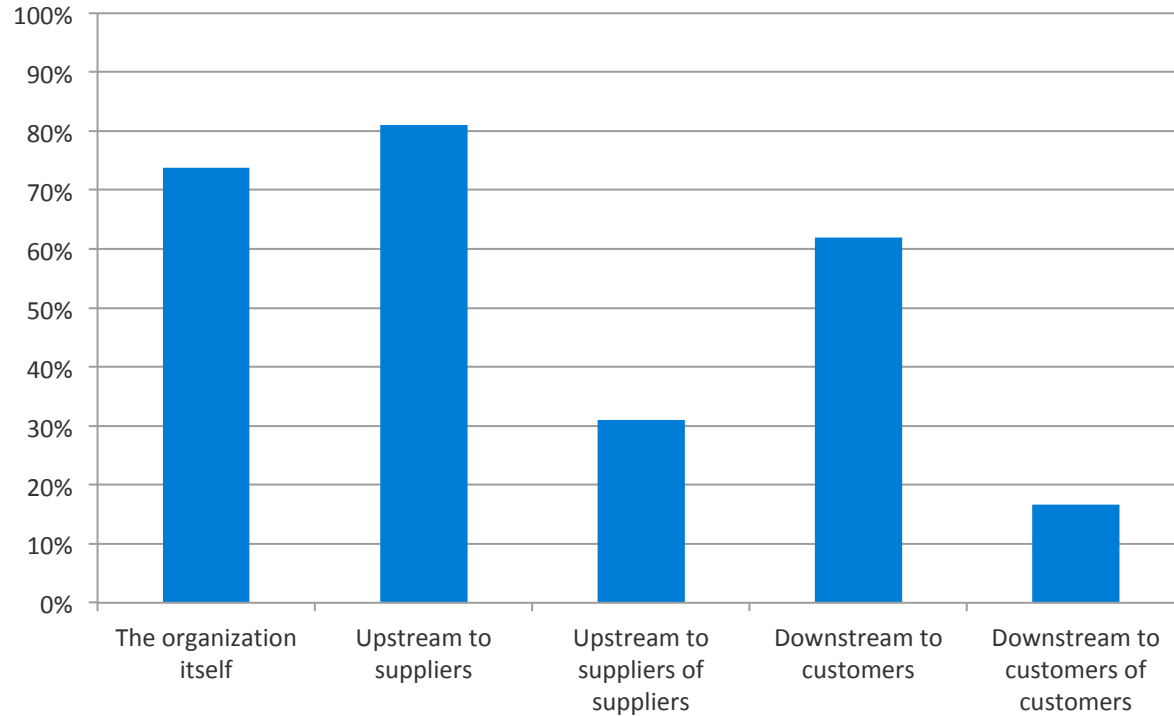
Q24: Of these 7 roles, the top three I would like to DEVELOP myself further in are:



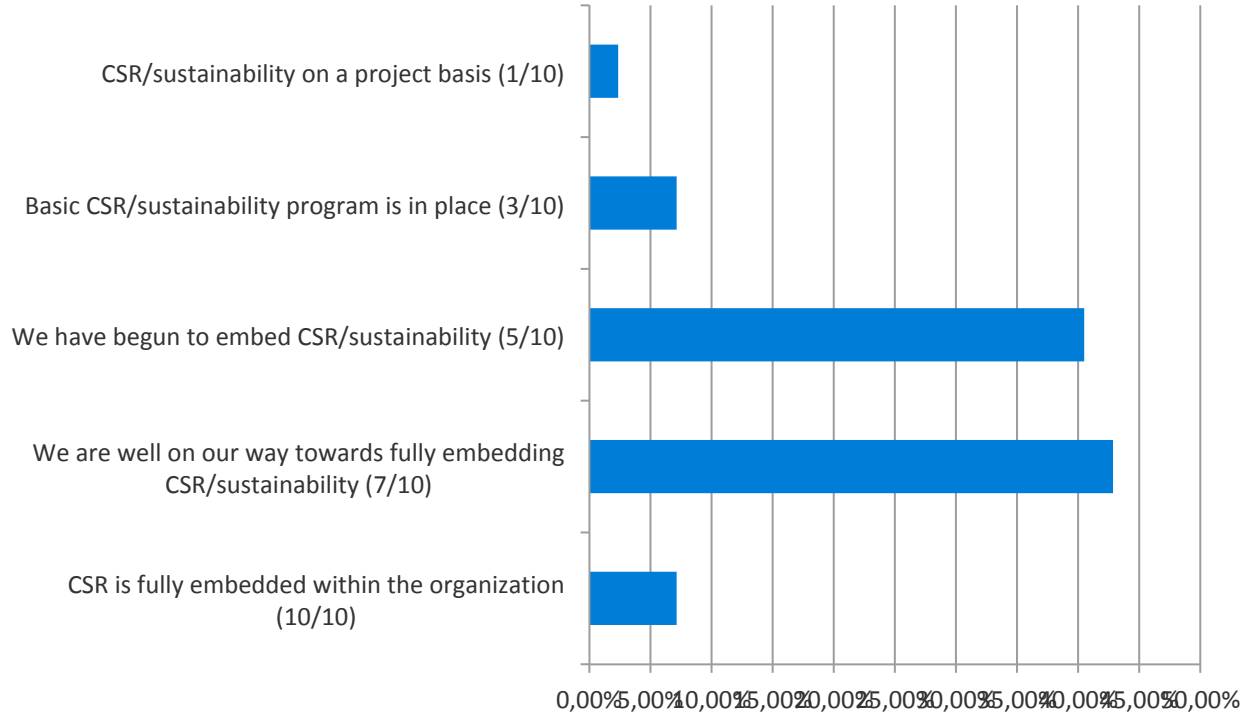
Q25: As a sustainability manager you want other departments in your organization to adopt the roles by taking over tasks and activities. Which of the roles (if any) are fulfilled by other departments and to what extent in terms of time spent?



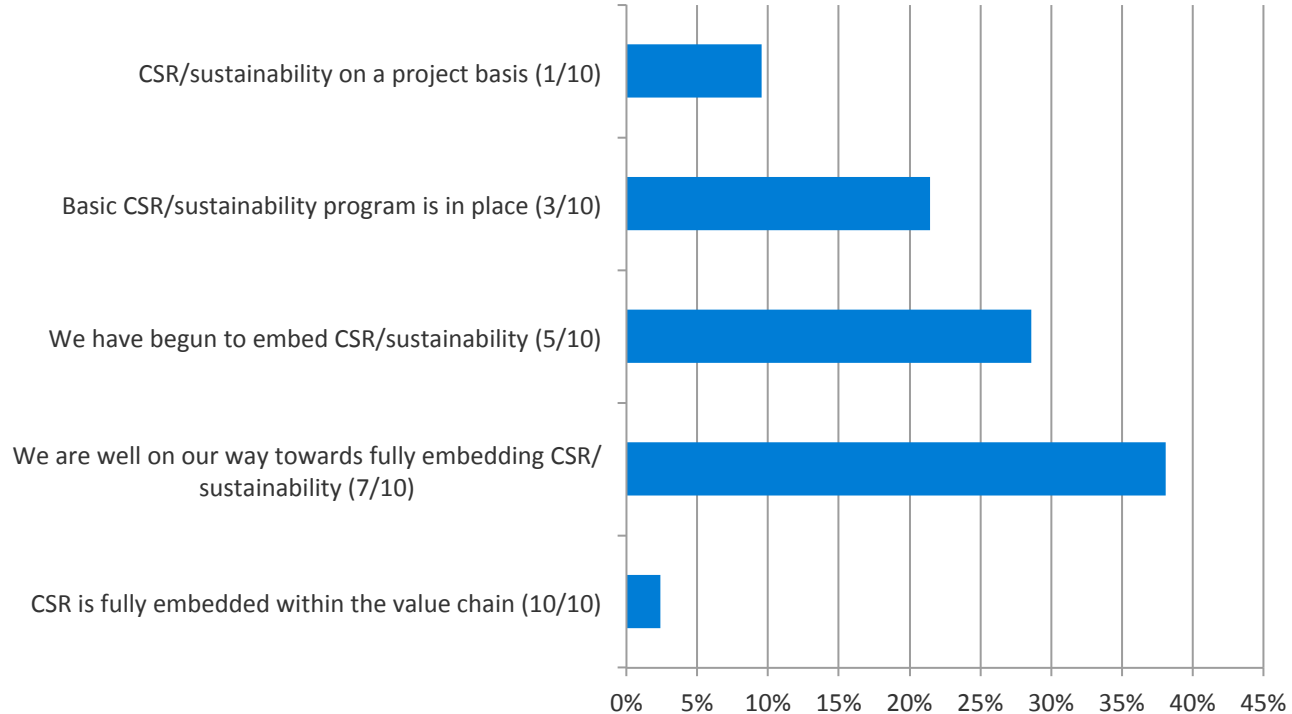
Q26: SCOPE: To what extent has your organization determined the scope of its CSR/ sustainability activities?



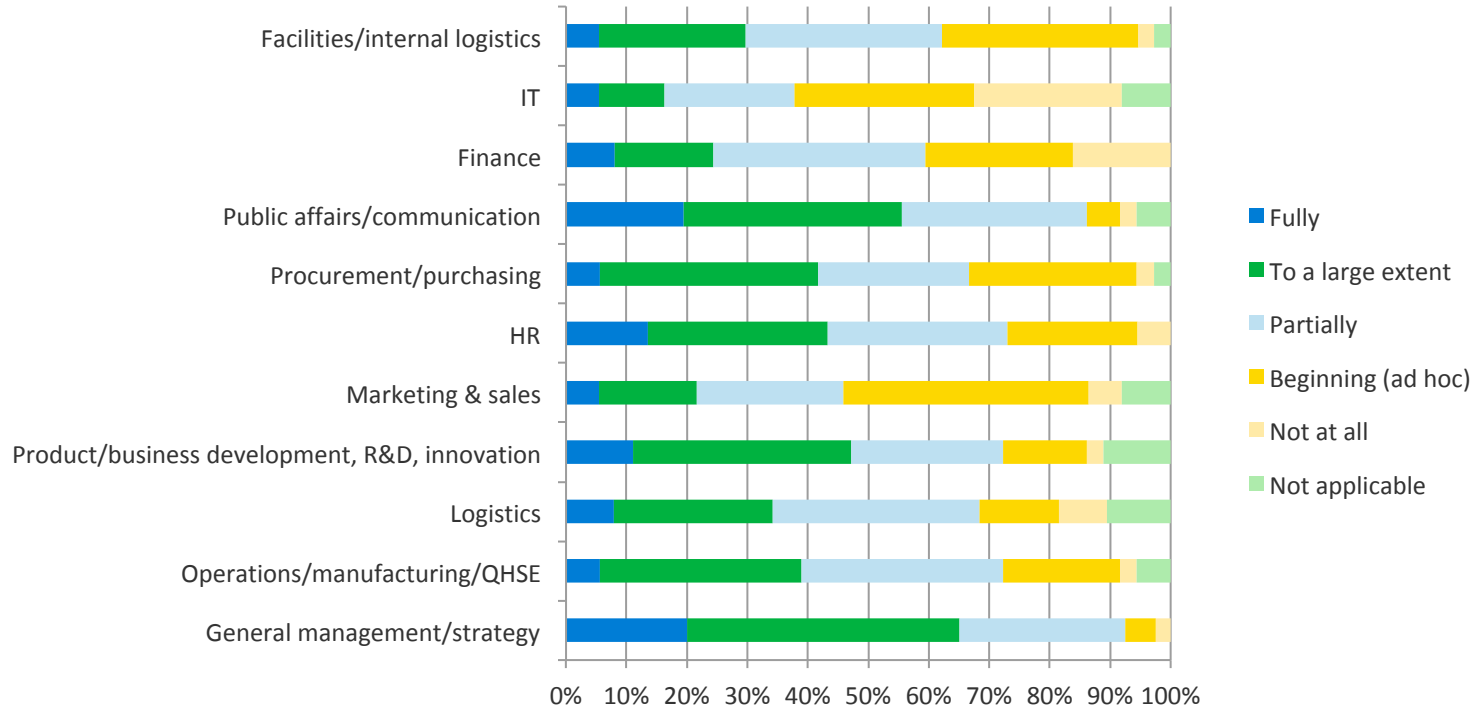
Q27: How would you say CSR/sustainability is integrated within YOUR ORGANIZATION?



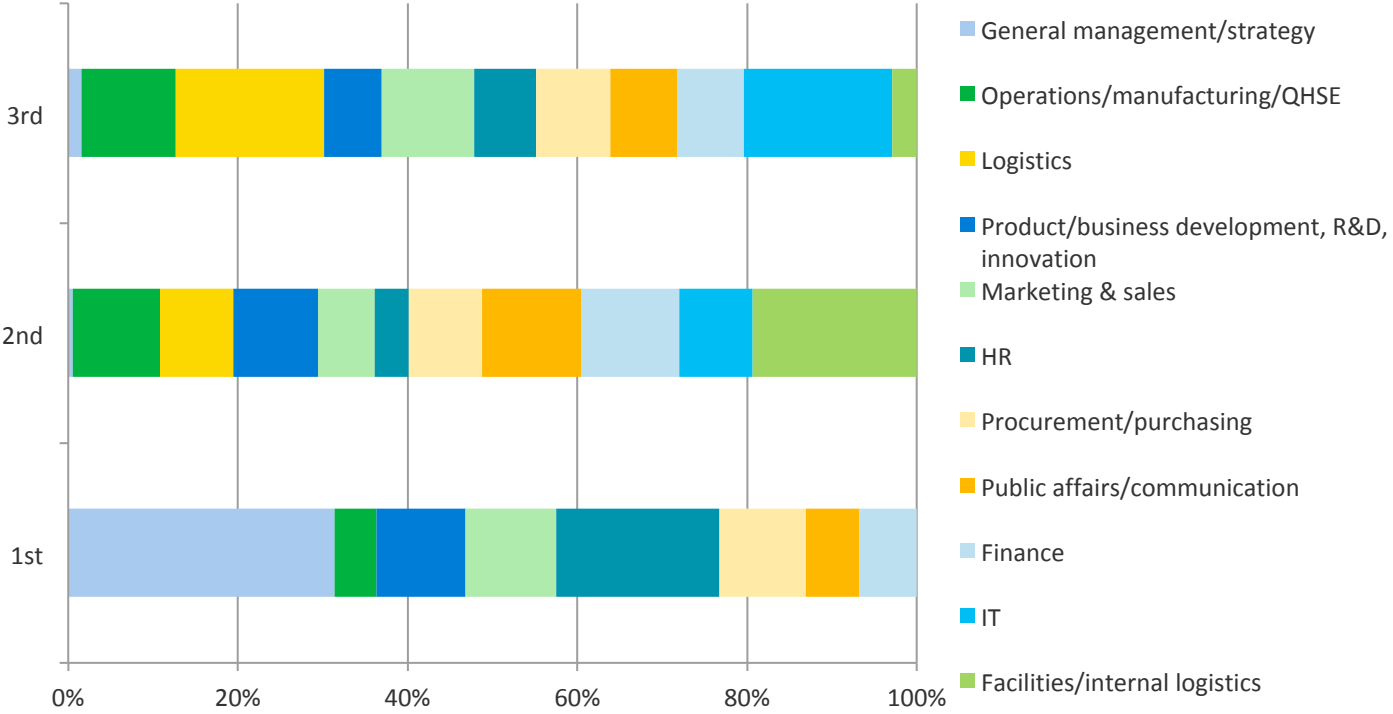
Q28: How would you say CSR/sustainability is integrated within YOUR VALUE CHAIN?



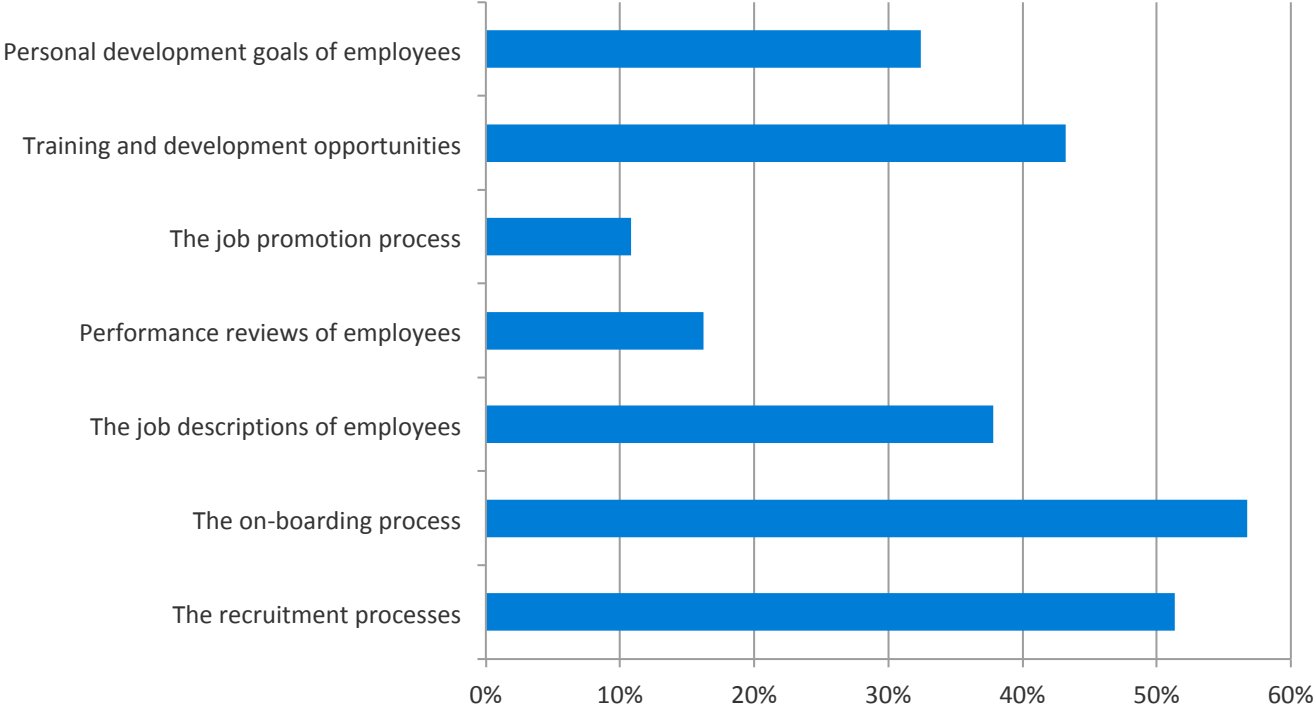
Q29: In your opinion to what extent is sustainability integrated in the following processes:



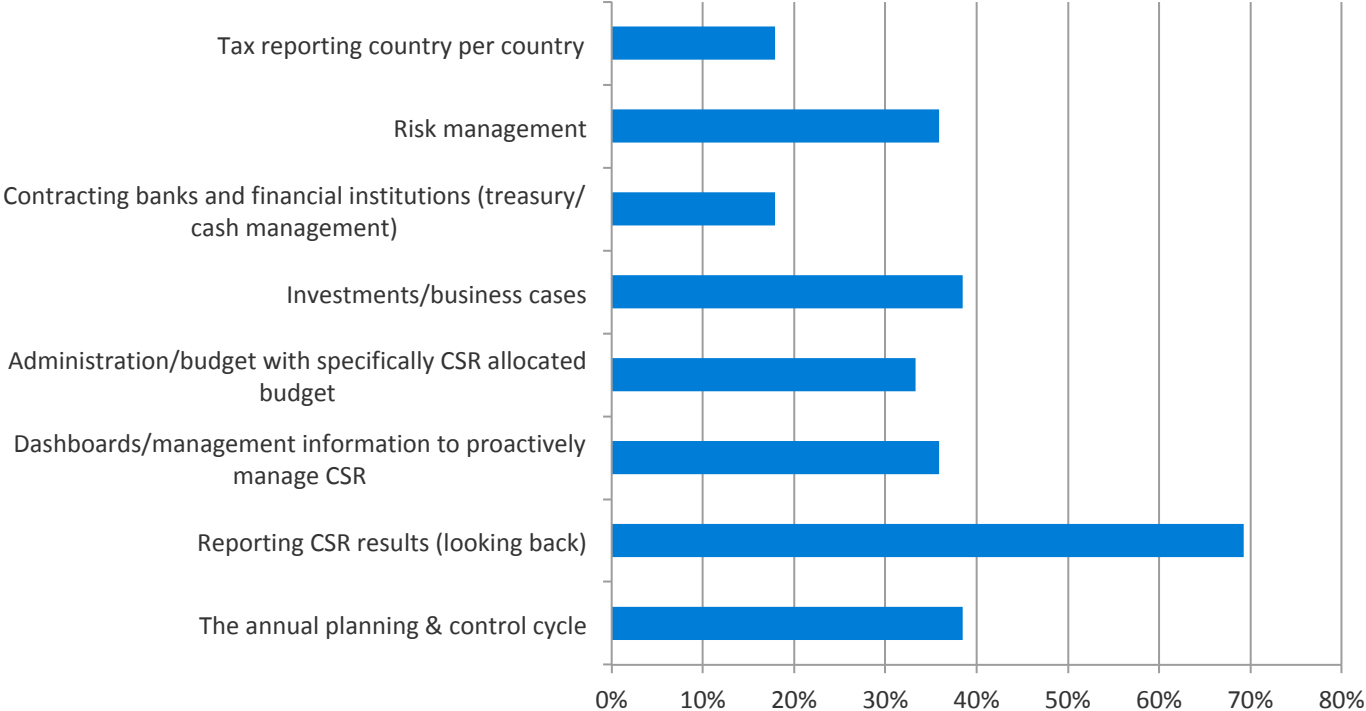
Q30: In your opinion rank the importance of the processes that contribute the most to the acceleration of sustainability of your organization. (please indicate and rank your top 3)



Q31: Select the HUMAN RESOURCES activities in which CSR/Sustainability is effectively integrated in your organization.



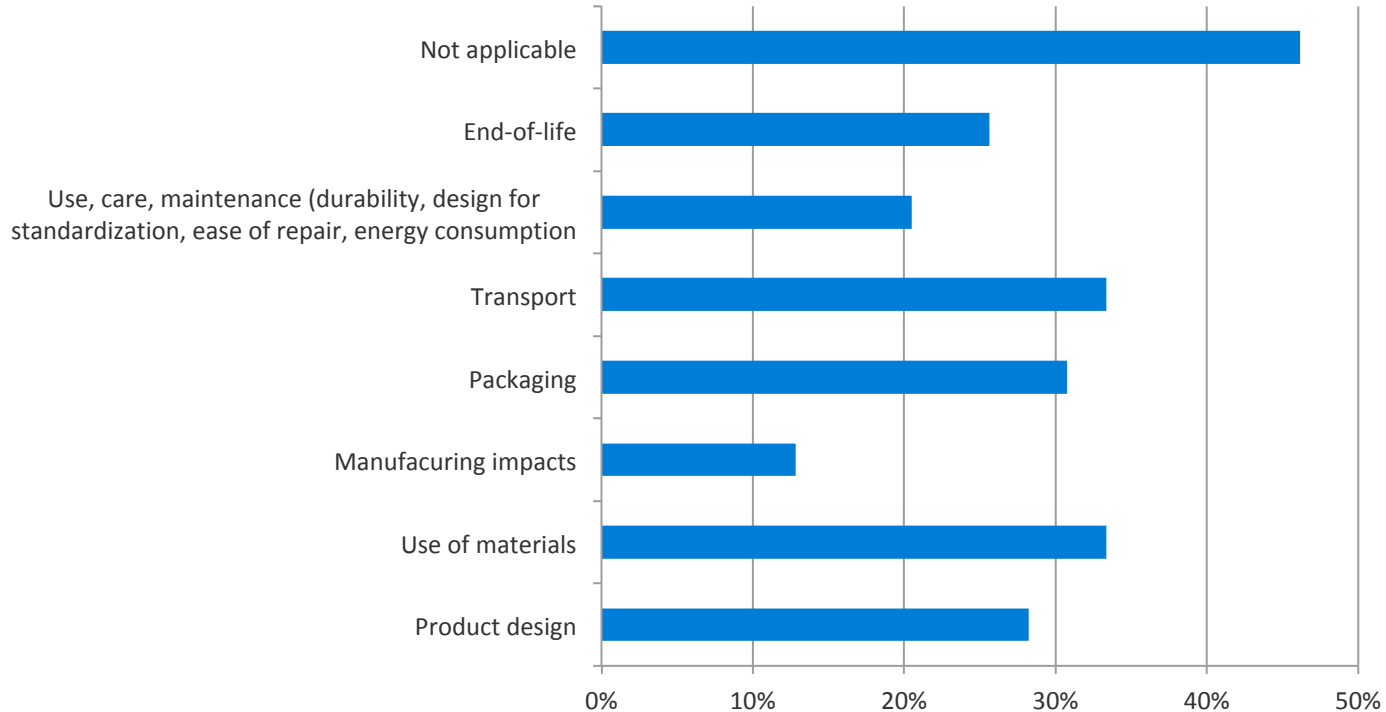
Q32: Select the FINANCE activities in which CSR/Sustainability is effectively integrated.



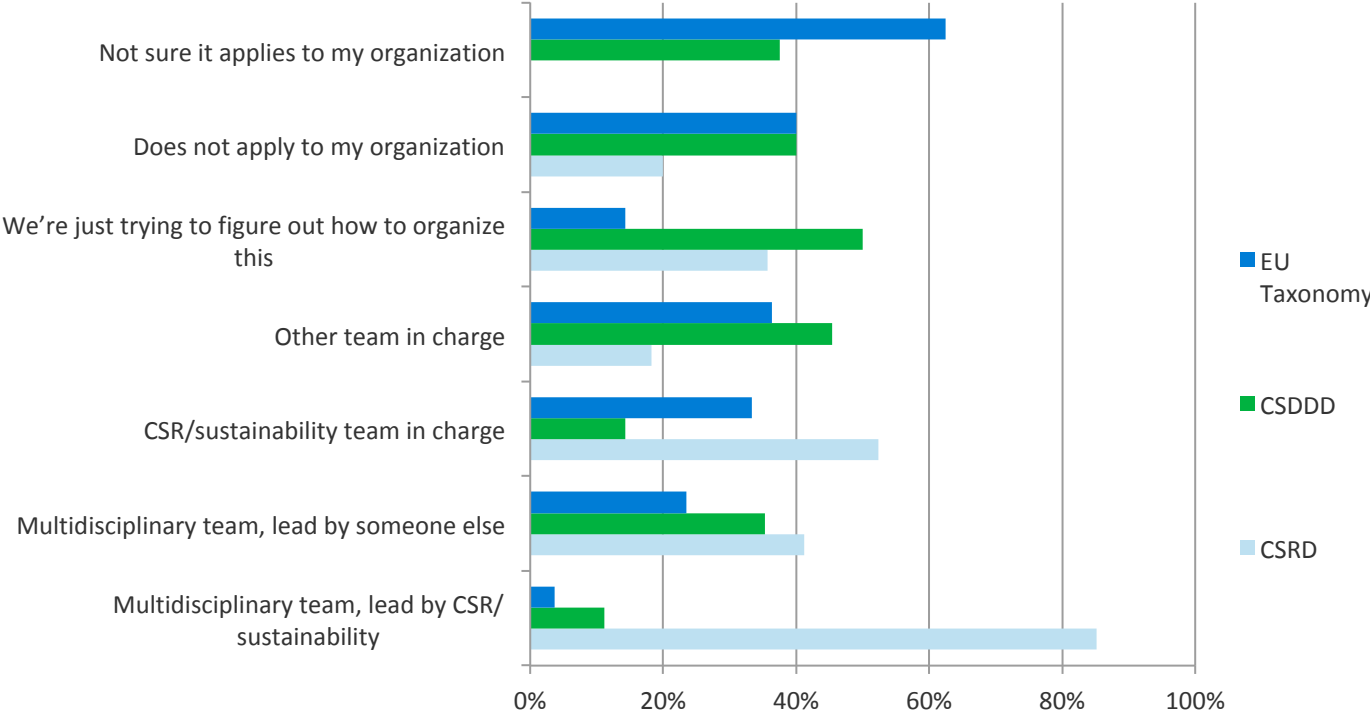
Q33: Select the PROCUREMENT activities in which CSR/Sustainability is effectively integrated.



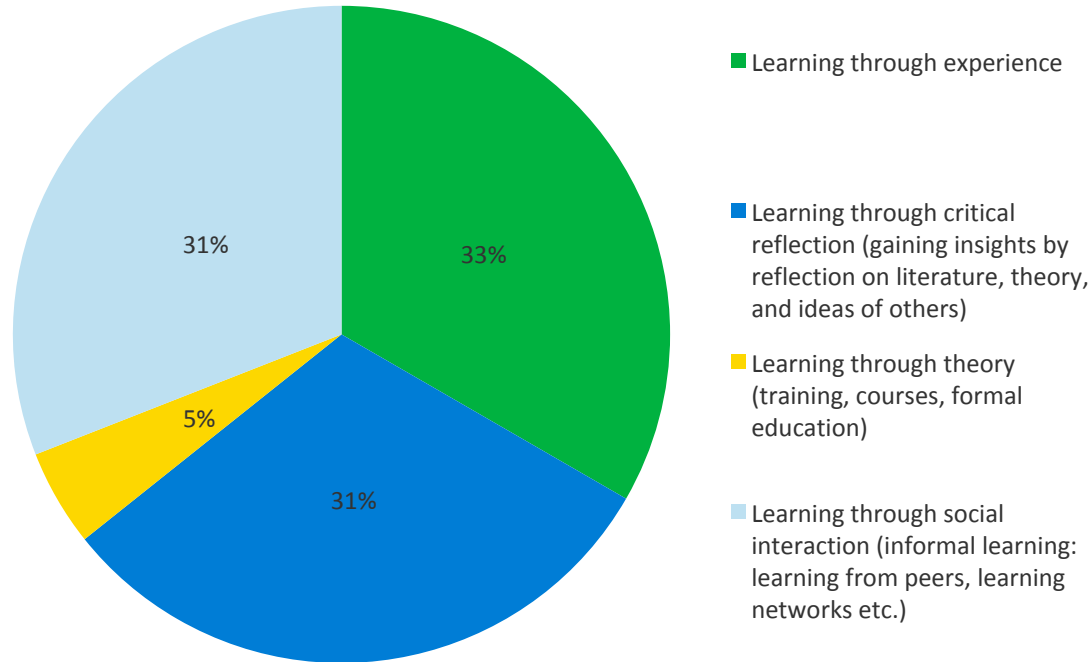
Q34: Select the PRODUCT MANUFACTURING activities/stages of the product life cycle in which CSR/Sustainability is effectively integrated.



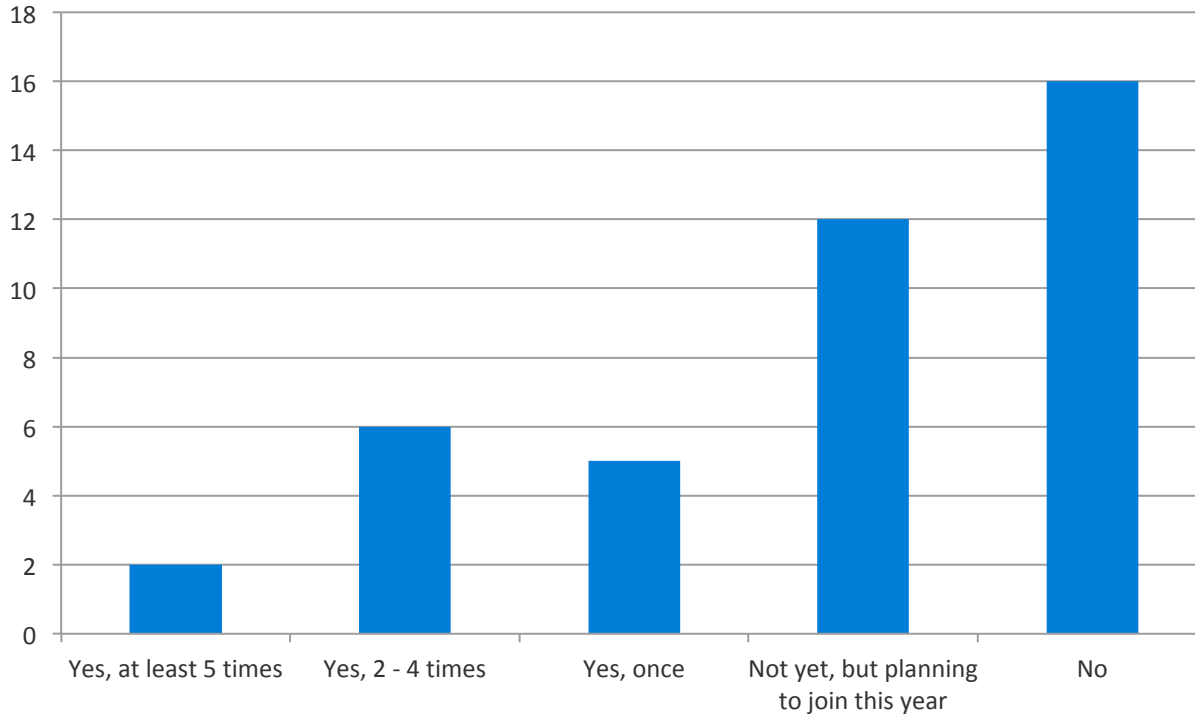
Q35: There are a lot of European initiatives around corporate sustainability. Please share how your organization is dealing with these initiatives.



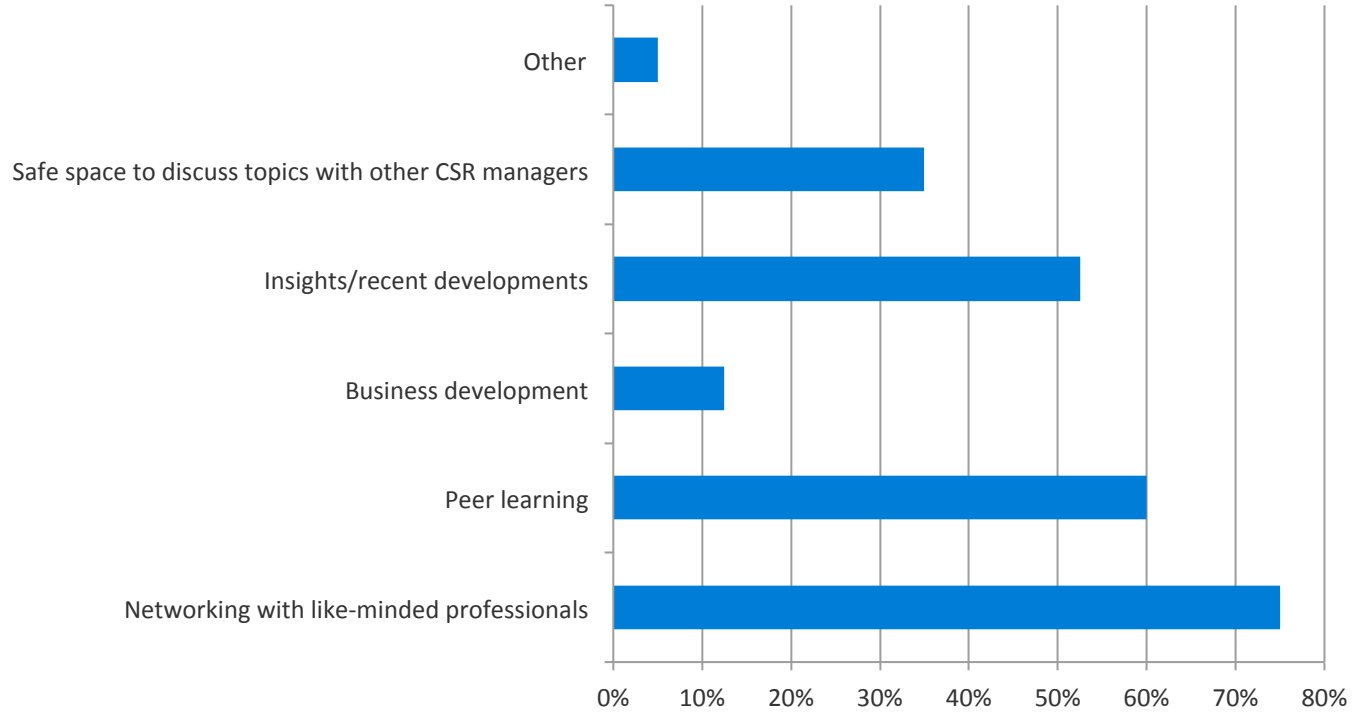
Q36: What kind of learning activities do you engage MOST in to develop competencies as a CSR professional?



Q39: Have you ever participated in one of the State of the Sustainability Profession events?



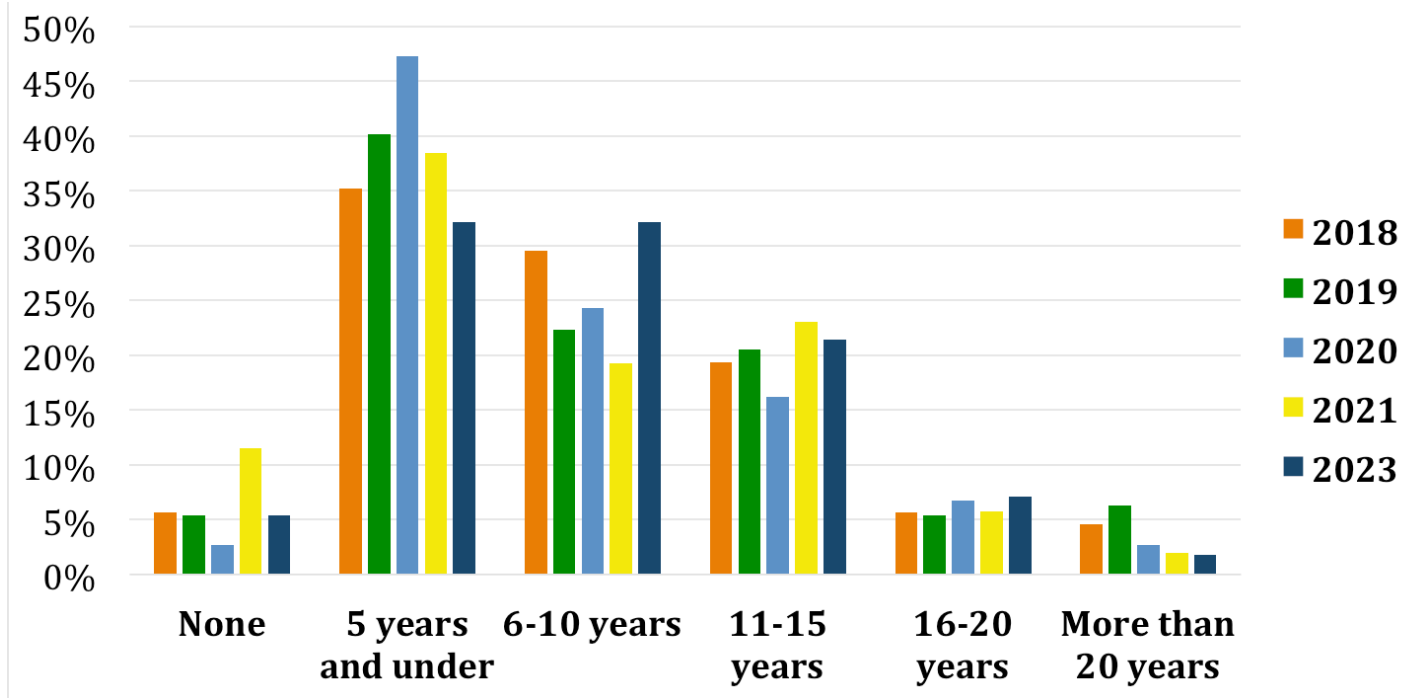
Q40: What makes an event like the State of the Sustainability Profession valuable for you?



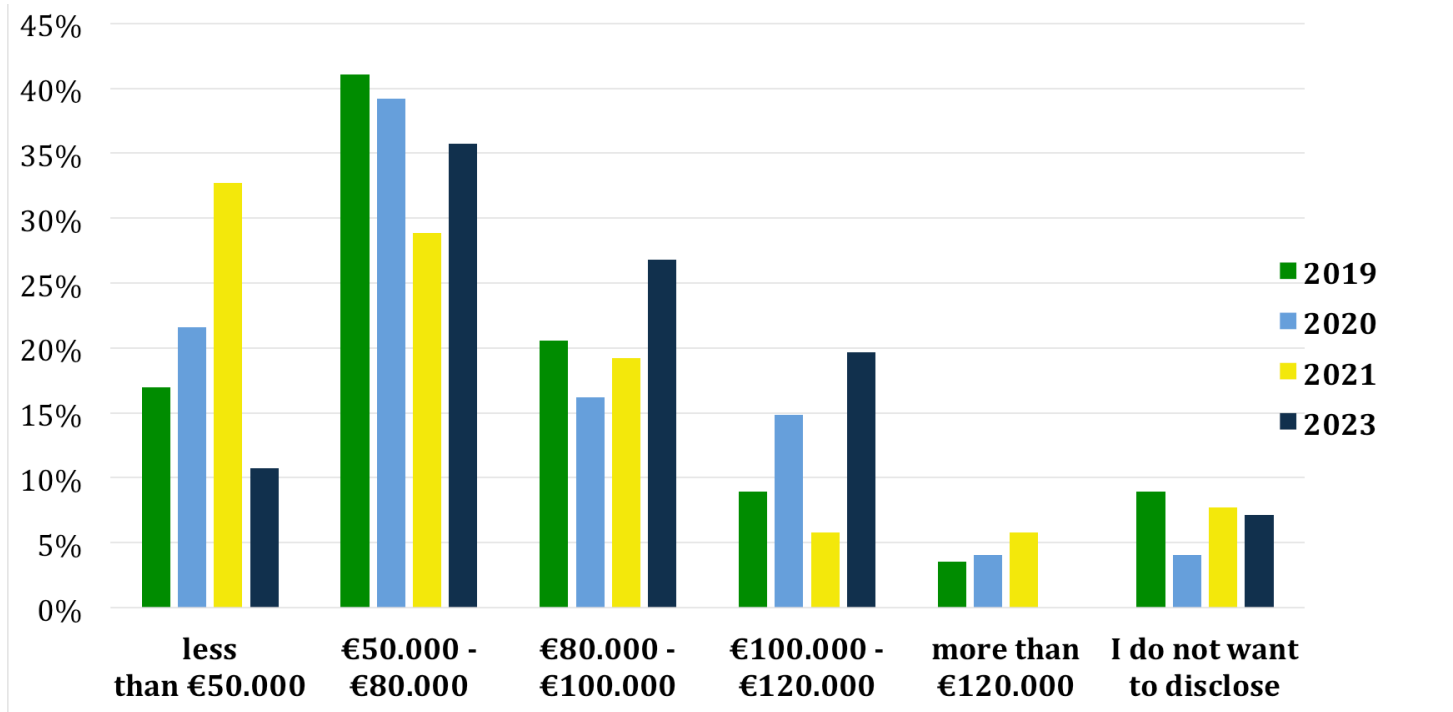
Trend analysis

Some key insights

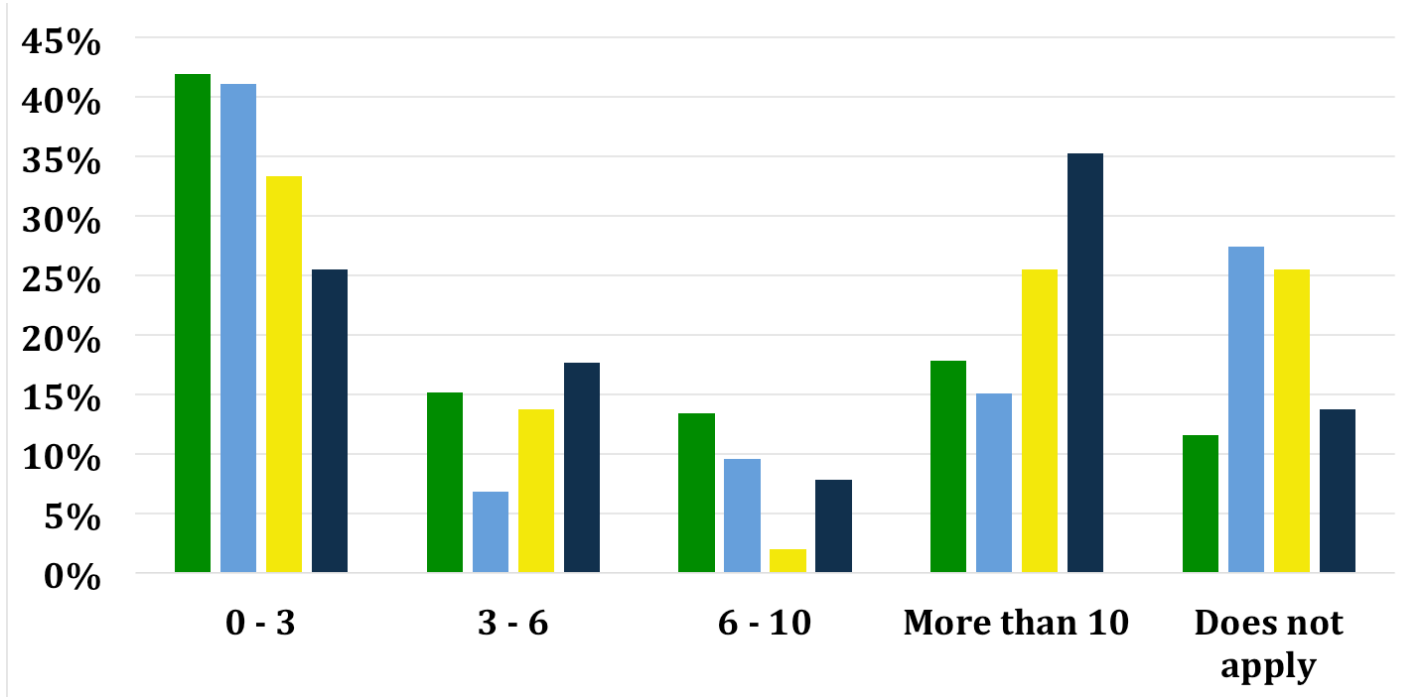
How long have you been in your current role?



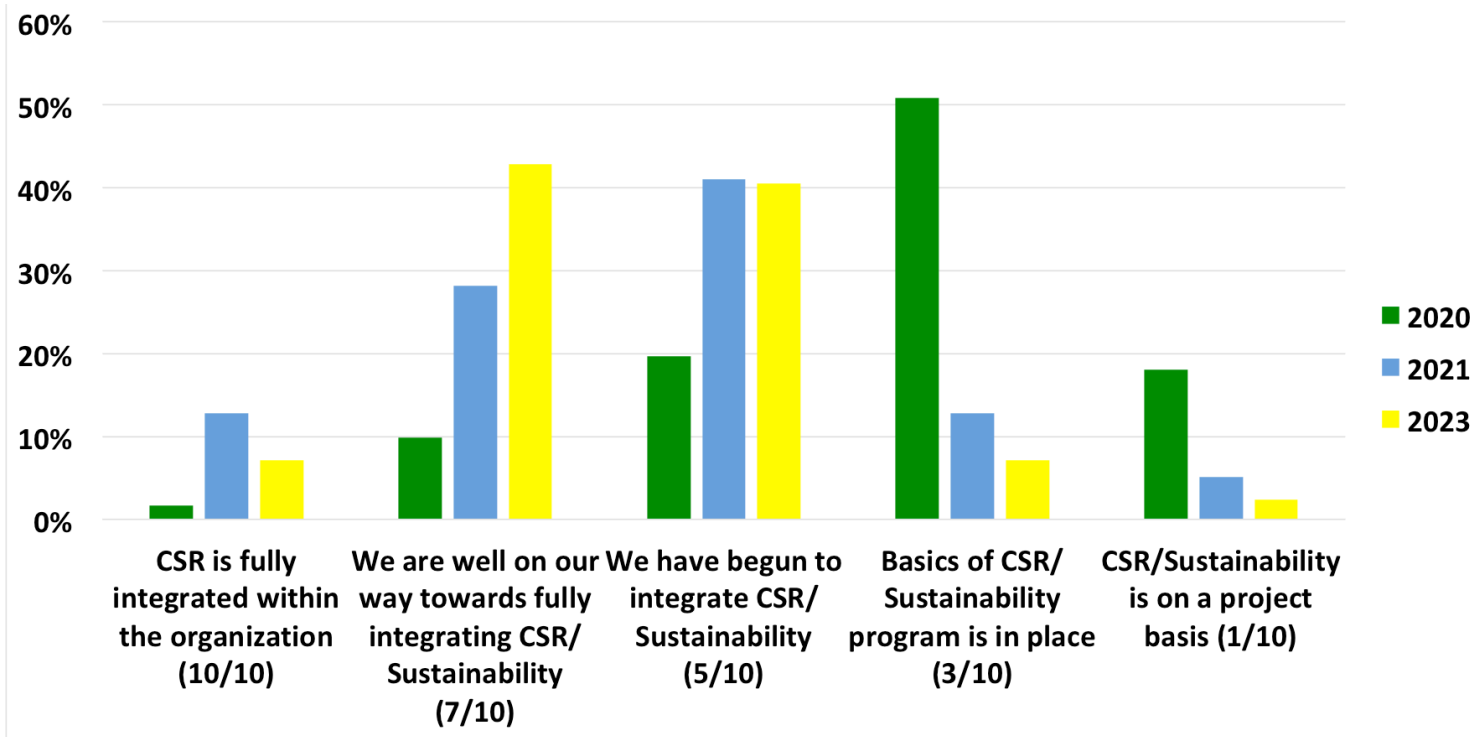
In your current position, what is your range of base annual pay? (including holiday allowance), based on 100% service



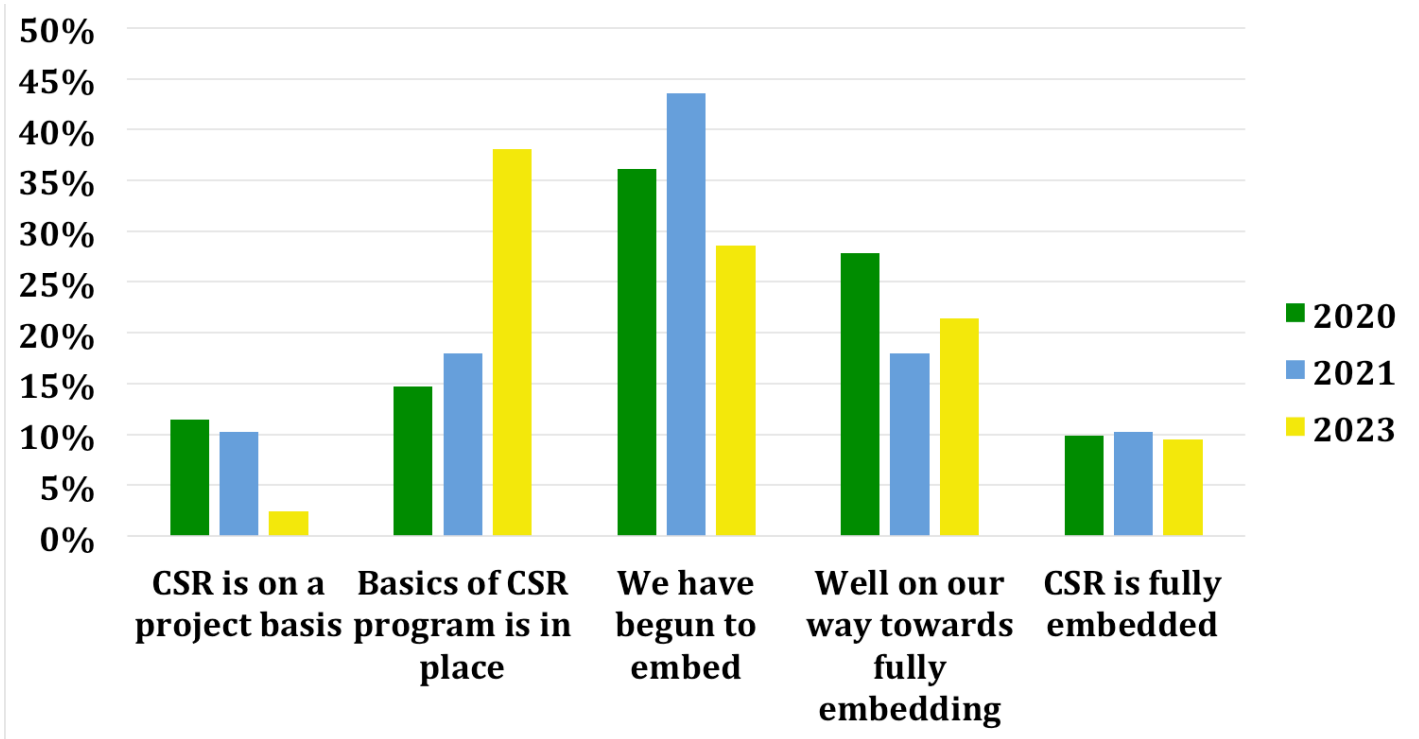
How many FTE are formally allocated to integrating CSR/Sustainability strategies into your organization form OUTSIDE your department?



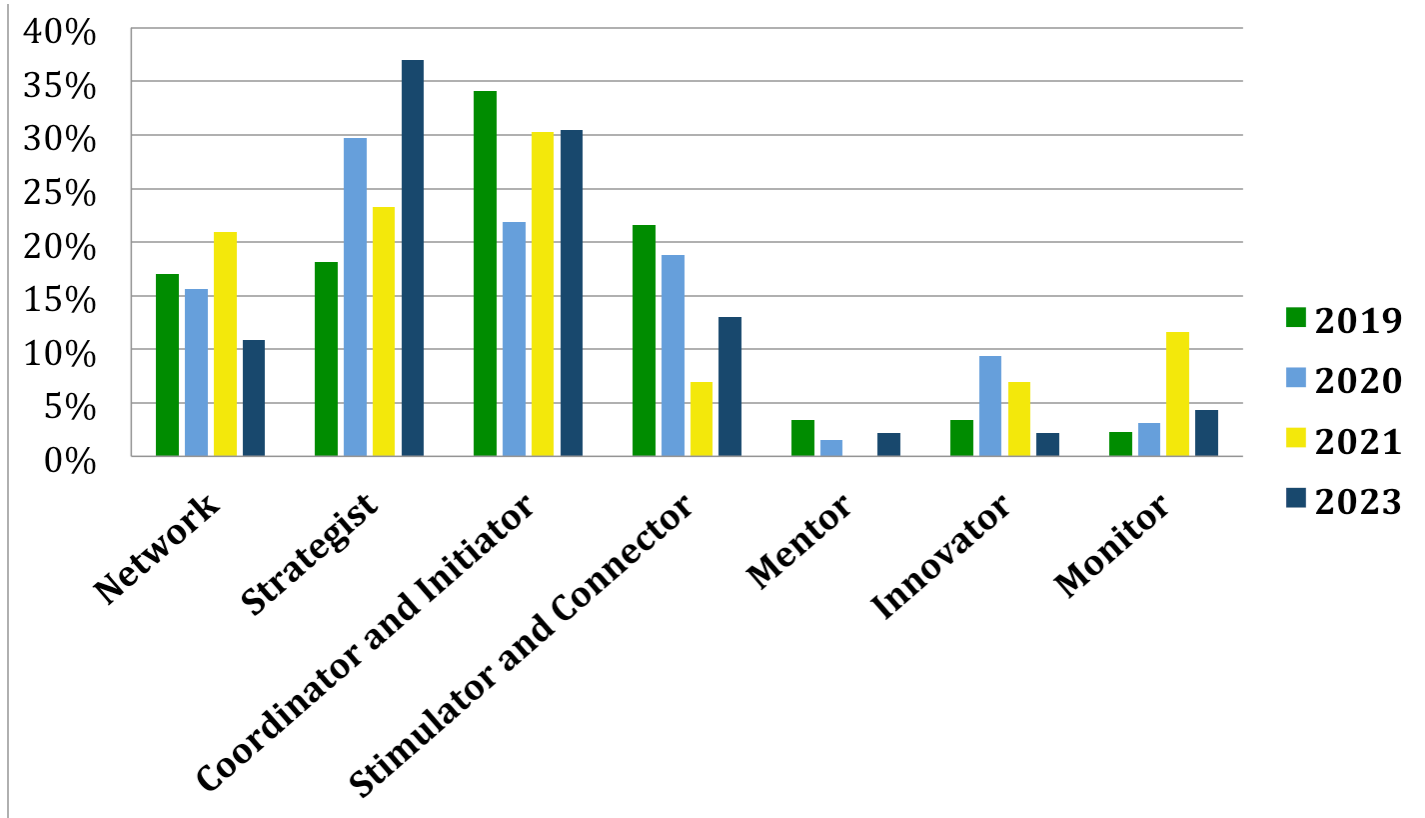
How would you say CSR/sustainability is integrated within your organisation?



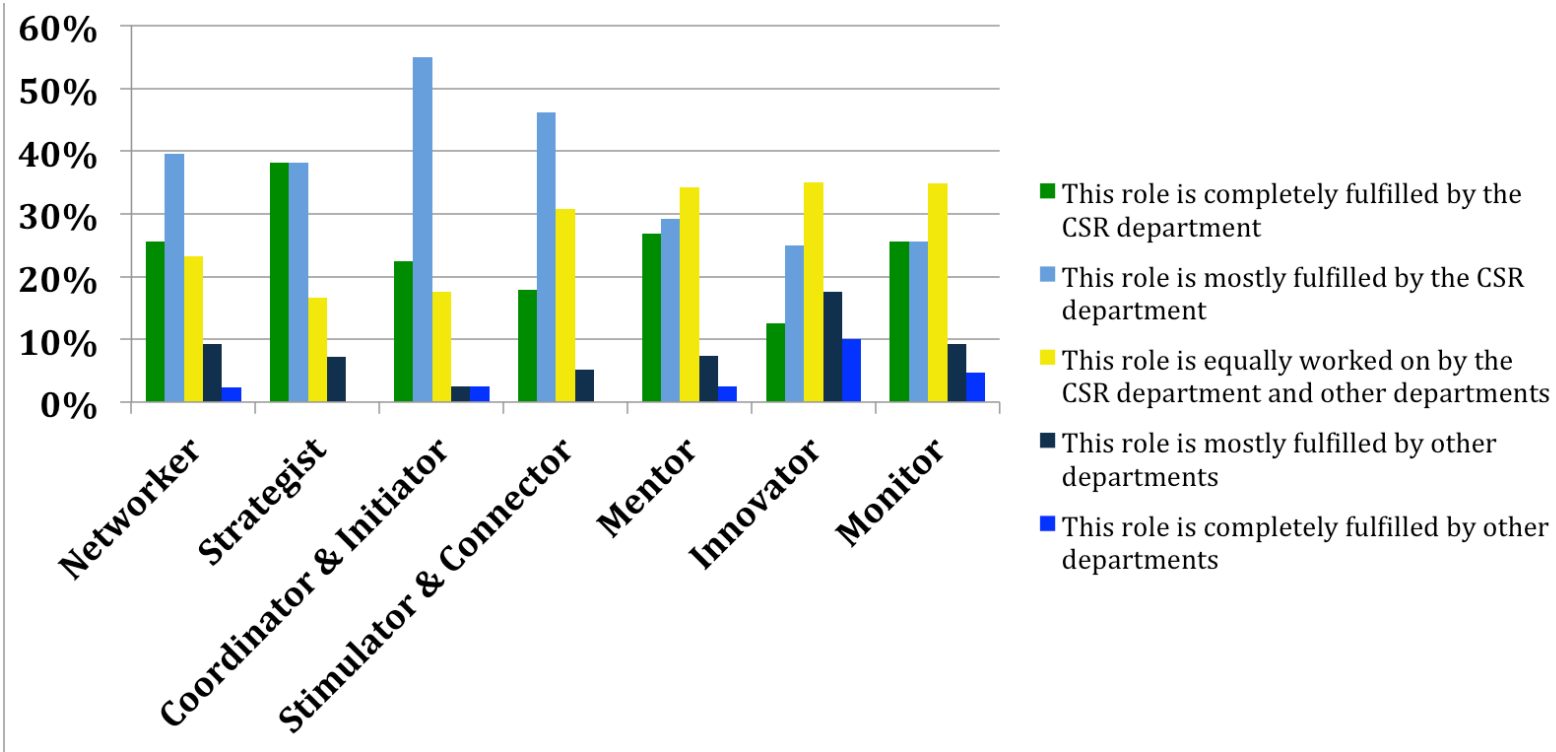
How would you say CSR/sustainability is integrated within YOUR VALUE CHAIN?



Please rank the three roles you would PREFER to spend the LARGEST portions of your time on



Which of the roles (if any) are fulfilled by other departments and to what extent in terms of time spent?



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