

A global retained executive search and leadership advisory firm.

‘To identify, assess and build transformational leadership for organizations committed to reimagining and shaping a better world for all.’

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# Environmental, Social and Governance (ESG)

The Road to Future Proof Businesses



<https://youtu.be/bsRCZVkWShA>

# ESG – The Road to Future Proof Businesses



- ❖ A robust Environmental, Social and Governance (ESG) program goes a long way in value creation for any organization. Creating sustainable businesses is on the agenda of all board room conversations. It is now evident that ESG compliance is vital for assessing a company's overall performance, financial health, and ensuring continued success in the long run. Business owners and board members have taken notice of this prominent shift in paradigm and realize, that business is no longer just about profitability or financials, rather it is about being a “socially responsible” entity.
- ❖ Investment in ESG has seen a sharp rise in recent times. Only those organizations who proactively implement sustainable business principles and have high standards of ethics in their DNA will attract investors.
- ❖ Employees prefer employers who are pro-social and are champions of sustainability and customers are increasingly more approving of businesses who are environment friendly.

Clearly ESG is the need of the hour!



# How can we help?

Going forward we know that ESG must be intrinsic to all businesses. Every organization will need a remarkable transformation to embark on this ESG journey, and early adoption of sustainability measures is the way to stay ahead of the curve.



Executive Talent Strategy



Industry-Specific Hiring



Risk Management, Analytics & Data Science in ESG



CxSearch can collaborate with you, so you are equipped with high caliber talent, capable of charting the ESG path in alignment with your business.





# ESG – Talent Strategy

- ❖ ESG is still evolving, and the trajectory is not clearly defined yet. It is critical for any organization to have visionary leaders at the helm, who are prepared to take ownership of ESG and sustainability matters, have an open mind, and lead from the front.
- ❖ We at CxSearch will plan, strategize, and partner with you to help with structuring your ESG team. We will find top-grade individuals who can be dependable as upper management leaders for the ESG investment team, and ESG analysis team in YOUR organization. They will be domain experts, have passion to adopt system changes, can take smart decisions and translate Mission-ESG challenges into opportunities.
- ❖ CxSearch has a well-refined and systematic approach towards executive search. Our team of dedicated consultants have rich experience in identifying accomplished individuals in executive positions across various industries and functional areas, and we have built precious professional networks over the years.
- ❖ Our proprietary search methodology helps us spot the finest talent, who will fit into the role and prove to be driven and insightful ESG leaders for YOUR organization.

# ESG – Industry Specific Hiring



- The “one-size-fits-all” premise will not work for the ESG landscape. Environmental parameters, Social responsibility and Governance needs, or other sustainability criteria could vary greatly between industries.
- Our consultants at CxSearch brings the requisite expertise for the functional requirements in their respective focus areas/industries. We have successfully appointed highly competent individuals in diverse industries and functions.
- We will discuss and brainstorm with you to understand ESG needs relevant to your business. Our cross-industry, multi-function exposure, and access to talented individuals from varied background are valuable resources for us to identify top quality motivated leaders, who have deep knowledge of your business processes and can lead the ESG group in YOUR organization.



# Importance of ESG leader in bringing business equilibrium

- ❖ A strong ESG leader carries strong interpersonal skills with deep domain expertise from business background focused on sustainability and value creation coupled with P & L management.
- ❖ He is a strategic leader with ability to empower the team and engage with external partners (portfolio companies, operating partners, supply chain) to help them create more sustainable business strategies for their own organization.
- ❖ A sustainability leader plays vital role to set up and weave in ESG policy and strategic structure across the organization.
- ❖ He creates new business propositions by focusing on new areas of operational, financial and reputational gains thereby boosting the overall profitability in an increasingly diverse and challenging business environment.







# Our role in building sustainable leadership

***80 to 90% of Fortune 250 companies use executive recruiters when searching for an experienced ESG lead.***

At CxSearch, we bring the power of deep domain expertise coupled with systematic approach to hire the right sustainability leader for YOUR organization.

According to a report in Harvard Law school Forum on Corporate Governance:

- ❖ Almost 50 ESG leaders in global organizations were surveyed, 35% of ESG leaders are first to hold the role. Out of which almost 93% were appointed externally.
- ❖ Most ESG leaders bring multi-dimensional perspective, including sustainability, business strategy and corporate finance and 70% are female.
- ❖ There is a clear multi-directional indication that this field has grown by more than 228% in the last decade, women now hold 54% of CSO positions

## Vitality of Chief Sustainability Officer (CSO)

- ❖ CSOs exert influence on decision making and help CEO maneuver the ESG maze, they have easy inroad to financial perspective and CFO.
- ❖ CSOs lead from the center following a top-down approach. Will remain as the ESG spokesperson with internal and external stakeholders. Thus, bringing on board a C-level CSO role is not the only solution, but it is certainly an important element for driving an impactful ESG transformation in the organization.



# ESG – Analytics, AI and Data Science



- ❖ ESG is not just about planning and commitments; it is about converting plans to deliverables. It is also about recognizing shifts in priorities, mitigating risks, allocating resources, solving problems, and presenting ESG/sustainability reports. These reports are hinged upon a combination of material and non-material variables, which often means managing large-scale complex data. Scoring agencies evaluate these reports to rate organizations and award ESG scores.
- ❖ It is presumed that cutting edge technology and AI will be the tools which can help generate strong ESG-data capabilities within any organization.
- ❖ With the lack of uniform reporting frameworks, decisive, forward-thinking leadership is essential for empowering staff to use technology as the building blocks for ESG-data management. CxSearch has a team solely dedicated to executive talent search for Analytics, Data, Artificial Intelligence (AI) and Data Science. Our consultants have demonstrated prowess in executive talent acquisition in this space, with numerous successful hirings across several industries.
- ❖ We can leverage our expertise and team up with you to ensure that you have the best executive technocrats on board who have proven ability and skills to lead teams using AI and Data Sciences for generating, validating, and analyzing reliable data. Leaders, who will ascertain authentic data management for your organization, and steer YOUR organization into reporting ESG-data which complies with the requirements of regulators, and investors alike.

# ESG – Risk Management & GRC



- ❖ ESG related action or investment in ESG comes with different degrees of risks, financial, material or even reputational. If these risks are not managed with caution and in a timely manner, they might have adverse impacts on the sustainability goals of a company. It is imperative that identifying, and mitigating ESG risks, and implementing control measures require proper understanding and due diligence.
- ❖ A pragmatic risk management leader who can make tough choices during crisis, and at the same time has a commercial acumen can play a key role in preventing things from going wrong.
- ❖ The Risk Management and GRC team of CxSearch has been a front-runner in strategic hiring of risk management executives across various industries. Our knowledge and understanding of risk management will help us comprehend the ESG related vulnerabilities of YOUR business.
- ❖ We will strategize with you to bring a risk management leader onboard, who has the skills to navigate through critical situations, and can ensure that YOUR organization is safeguarded against ESG-risks.





# ESG - Consultant

A robust Environmental, Social and Governance (ESG) program goes a long way in value Senior environmental engineer with over 23 years of professional engineering experience in U.S.A. and India. For the past 15 years, worked in the U.S. and has been responsible for completing various engineering projects related to air pollution from major and minor industrial stationary sources, and soil and groundwater remediation, in Government air regulatory institutions and in the private consulting sector. Worked as an environmental engineer for 3 years in private consulting. Earlier career engagements were primarily related to civil engineering in India, and in the U.S., in corporate sector and in academics.

Robust understanding of air pollution control technologies, air quality permit processing and compliance requirements, greenhouse gas emission, emission reduction credits, health risks and social impacts from air pollution. Thorough understanding of local, state, and federal air quality rules, and regulations, E.P.A. regulatory policies, and compliance and reporting requirements.

Familiar with the emerging ESG landscape in India and passionate about environmental sustainability, climate change, renewable energy, environmental governance, air pollution and control, and greenhouse gas emissions.

**Sudeshna Bakshi**

Associate Partner - ESG



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• Chennai

• Mumbai

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• New Jersey



CxSearch Global Partners is synonymous with trust, Integrity, and hard work. Our clients are supremely important to us. We understand their executive staffing requirements and work closely together to hire the best talent for them. We communicate at every stage of the recruitment process, from start to finish and are open to suggestion and feedback. We take immense joy in our work and will take complete ownership of any ESG recruitment assignment till it comes to fruition.

**We are CxSearch!**

The “X” (experience) factor matters!

**Client X + C-Suite X + CxScion X**

“The Winning Partnership”

**Connect with us to experience winning partnership!**

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