

Job Announcement: **Sustainability Program Associate**

Measure to Improve (MTI) is currently seeking two Sustainability Program Associates to contribute to the next phase of our growth. As a woman-owned consultancy, MTI has become the fresh produce industry’s go-to expert for sustainability. Leverage your experience and passion to support our clients in reaching their ambitious sustainability goals.

Sustainability Program Associate*:* ***Zero Waste and Sustainable Packaging***

This Associate will start by supporting our clients’ zero waste and sustainable packaging programs. This individual will plan, design, implement, and evaluate projects to achieve zero waste and improve packaging sustainability for produce companies, including growers, packers, shippers, and processors.

Sustainability Program Associate*:* ***Zero Waste and Sustainability Reporting***

This Associate will also start by supporting our clients’ zero waste initiatives. In addition, this individual will support our clients developing programs geared toward sustainability reporting, including buyer surveys and third-party certifications.

Both roles will work closely with MTI's Sustainability Program Managers and customers. With experience, both Associates will have the opportunity learn about and contribute to a wider variety of sustainability programs than those described above. **Find your opportunity to grow with us!**

**Job Field:** Sustainable Agriculture

**Position-Type**: Full-Time

**Location:** Remote; Ability to commute to meetings in Monterey County preferred

**Compensation:** TBD based on experience

## Example Responsibilities Include:

* Work with clients to collect and manage large quantities of sustainability-related data
* Analyze data to understand environmental impacts and trends, inform corporate policy and protocol changes, and set goals
* Support client’s internal/external sustainability communications
* Develop and conduct employee trainings on waste and other sustainability topics
* Participate in visual and physical waste audits on farms, in processing facilities, and in offices
* Work with packaging vendors to gather sustainability characteristics packaging components *(Zero Waste and Packaging Associate only)*
* Interpret survey and certification standard requirements for clients, develop processes for collecting the required data, and draft responses *(Zero Waste Sustainability Reporting Associate only)*
* Provide support for client teams, including preparing agendas and presentations and conducting follow-up activities
* Develop progress reports for clients.

## Qualifications:

* Passionate about the agricultural industry, fresh produce, and sustainability

* Prior experience with waste, sustainability programs, and agriculture highly desired
* Prior experience with sustainable packaging highly desired for Zero Waste and Packaging Associate role
* Prior experience with sustainability certifications and greenhouse gas inventories highly desired for Zero Waste and Sustainability Reporting Associate role
* Proficient in Microsoft Word, Outlook, PowerPoint, and Excel
* Strong quantitative and data analysis skills, including the ability to collect, sort, and identify trends in large data sets
* Strong project management skills and high attention to detail
* Ability to be flexible and to balance a variety of tasks at the same time
* Excellent written and verbal communication skills

* Comfortable in a collaborative, innovative and entrepreneurial environment
* Ability to work in different settings: in the office, field, and in processing facilities
* Valid driver’s license
* Fluency in Spanish preferred

**Education/Training:**

* Bachelor’s degree or advanced education/training equivalent in sustainability, environmental studies, business, data management or related field
* Possession of, or ability to obtain, a TRUE Advisor Certificate within 90 days of employment

[**About Measure to Improve, LLC:**](http://measuretoimprovellc.com/)

Founded in 2014, Measure to Improve’s mission is to help produce companies measure, improve, and credibly promote their sustainability efforts. Our clients include produce growers, packers, shippers, and industry associations across the United States. Our staff has a proven track record of helping companies identify and implement strategies to increase efficiency. By supporting clients in setting ambitious, but attainable, sustainability goals, MTI encourages progress that can be validated and marketed. MTI’s projects address a variety of sustainability challenges, including water, energy, greenhouse gas emissions, social accountability, sustainability certifications, sustainable packaging, food loss, and waste.

**How to Apply:**

To apply, submit a cover letter and resume describing your interest in and qualifications for this position to **KieranF@measuretoimprovellc.com** with the subject line **Sustainability Program Associate– YOUR NAME.** Please note in your cover letter which position you feel is a stronger fit for you; applicants will be considered for both positions. Applications will be reviewed on rolling basis and the position will remain open until filled.