

Exploring sustainability careers in the fashion industry

by

Elizabeth D. Esch

B.S., Kansas State University, 2023

A REPORT

submitted in partial fulfillment of the requirements for the degree

MASTER OF SCIENCE

Department of Fashion Studies
College of Health and Human Sciences

KANSAS STATE UNIVERSITY
Manhattan, Kansas

2025

Approved by:

Major Professor
Dr. Kelsie N. Doty

Copyright

© Elizabeth Esch 2025.

Abstract

This research project explores job positions focused on sustainability in the fashion industry to better understand the knowledge and skills required for this career field. Two research questions are presented to meet this goal. (1) What jobs exist in the fashion industry where the primary responsibility of the position is to advance sustainability initiatives within the business? (2) What knowledge and skills relating to sustainability are required for individuals working in sustainability-focused careers in the fashion industry? Data was collected in two phases to answer these questions. The first phase gathered current job descriptions relating to positions associated with sustainable fashion, while the second phase interviewed industry professionals about their experiences working in sustainable fashion and what knowledge and skills are needed. To analyze the data, a qualitative approach was employed, utilizing In Vivo and Pattern coding. Results found that greater levels of resiliency are required, experience and industry allies are often of more value than high levels of education, and a wide variety of knowledge and skills are needed. There are many opportunities for future research, which include understanding the future of sustainability jobs in fashion, individuals' motivations for advancing sustainability efforts, and exploring strategies for overcoming challenges and driving meaningful change within the fashion industry. Insights from this study aim to help individuals prepare for careers in sustainable fashion.

Keywords: Sustainability, fashion, education, careers, knowledge, skills, experience.

Table of Contents

List of Tables	v
Introduction.....	1
Review of the Literature	3
Methodology	8
Results.....	11
Phase 1	11
Phase 2	14
Resilience	14
Collaboration and Networking.....	16
Self-Led Learning	16
Data Management	18
Supply Chain Application.....	19
Business Strategy Development	20
Contextual Synthesis.....	21
Discussion	24
Recommendations.....	27
References	29
Appendix A - Verbal Consent Form.....	32
Appendix B - Summary of Participants	34
Appendix C - Job Listings	35
Appendix C.1 - Accounting Position.....	35
Appendix C.2 – Listings Used for the Study	37

List of Tables

Table 1. Summary of Job Listings	12
Table 3. Fashion Industry Terms Used in Interviews	22

Introduction

Sustainability has become a crucial focus across industries, with growing recognition of its role in addressing climate change and promoting responsible business practices. Currently, 64% of U.S. adults believe that reducing climate change and ensuring the sustainability of the planet is a top priority (Nadeem, 2023). Similarly, there has been an 18% increase between 1997 and 2021 in Americans believing the results of global warming will greatly affect them during their lifetime (Gallup, 2024). Sustainability is increasingly recognized as a critical strategy for mitigating climate change by reducing carbon emissions, conserving natural resources, and promoting environmentally responsible practices. The word sustainability is defined to be “able to continue without interruption or able to endure without failing” (Robertson, 2021). In areas such as global warming and environmental issues, this definition means that the world can continue to support life without decline. Often, the understanding of this term varies, but the concern for the future of the planet and its resources remains the same (Chang et al., 2017).

Many industries, like fashion, are beginning to incorporate some level of sustainability into their business practices, and some are working to change their business models (Ajmal et al., 2017; Fowler & Hope, 2006; Painter-Morland et al., 2015; Todeschini et al., 2017). According to a report by LinkedIn, sustainable fashion as a professional skill grew 90.6% on average between 2016 and 2020 (LinkedIn, 2022). This could be related to increased interest in the ethical fashion market (The Business Research Company, 2023). Research shows that consumers are shifting towards more sustainable fashion consumption (Castro-López et al., 2021). Since COVID-19, there has been more consumer awareness around sustainable fashion consumption, but it is uncertain whether this will lead to long-term changes in consumer behavior (Brydges et al., 2020). Patagonia, an outdoor sports retailer, is an example of a sustainable fashion brand whose

core values focus on providing quality clothing that helps the planet. They do this through many avenues, such as pollution prevention, restoration of the planet, and equitable relationships with workers (*Our Core Values - Patagonia*, n.d.). Retail giants, such as Walmart, have also focused on sustainability, incorporating sustainable practices throughout their supply chain with several goals, one being zero emission by 2040 (*Sustainability*, n.d.). Currently, Walmart's initiatives include climate, waste, nature, and people in the supply chain (*Advancing Sustainability*, n.d.). With the advancement of artificial intelligence (AI), Walmart has been able to reduce waste by using technology alerting employees to move products at opportune times (Castillo, 2024). Because of these initiatives and advancements, fashion companies need professionals trained to fill positions that are focused on bringing greater sustainability into their businesses. But what knowledge do professionals need regarding emerging business strategies, changing systems, and increasing government regulations surrounding sustainability in the fashion industry? The purpose of this report is to explore the careers available in the fashion industry that focus on advancing sustainability efforts within business to better understand the knowledge and skills needed to fulfill these roles.

Review of the Literature

To increase understanding relevant to this subject, this review will look at the importance of sustainability concepts, sustainability's connection to the fashion industry, and how the application of sustainable theoretical frameworks in the fashion industry can bring positive change.

According to Theis & Tomkin (2013), three main environmental eras have been identified in the United States, the first beginning in 1850. However, it was not until 1980 that the World Conservation Strategy report introduced the phrase sustainable development. It became popular in the Brundtland report later in 1987. Soon after this report was released, the US entered the Sustainability Paradigm, an era that recognizes the complex system that makes up the world. This report focused particularly on the connection between the environment, social, and economic systems and their connection to sustainability (Robertson, 2021). This was a catalyst for the emergence of the Triple Bottom Line (TBL) theory (Henriques & Richardson, 2004). Proposed by John Elkington in 1994, it suggests that for society to continue sustainably, businesses and individuals must care for the environment, society, and business (Henriques & Richardson, 2004). Today, many more theories have been studied relating to business and sustainability, such as Corporate Social Responsibility, Stakeholder Theory, and Corporate Sustainability (Chang et al., 2017). These theories and the research behind them propose that making sustainable business choices does not have to reduce a company's profit (Wilson, 2015).

The Triple Bottom Line is comprised of three pillars: people, planet, and profit. People include employees, their families, communities, and all those affected by the company's behavior. The planet refers to the resources taken and the waste created from producing goods. Profits relate to the impact a company has from local to international levels with the creation of

jobs, beneficial solutions, and the increase of wealth. In a capitalistic society, the profitability of a company is the standard by which success is measured. However, according to the TBL, it must also be measured by the well-being of the people and planet (Elkington, 2018). The earth is made up of many systems that work together to maintain life, and without balance in these three areas, life cannot be sustained (Robertson, 2021). Businesses that create physical products specifically need the planet's resources and people to be able to create their products to sell. Because the fashion industry relies significantly on the sale of clothing, the application of this framework is necessary for the creation of products in the future (Robertson, 2021). Like most businesses, profit has been the focus without concern for the planet or people. Movement towards greater change in this specific industry has come from the attention brought by the harmful environmental effects and the public outcry in response to several key events.

The term scope comes from a method for looking at a company's greenhouse gas emissions. These emissions have been categorized into 3 groups or scopes by international and national carbon accounting standards (*Comparing Scope 1, 2 and 3 Emissions* | *WorkForClimate*, n.d.). Scopes 1 and 2 relate to the direct and indirect actions of a business (*Scope 1 and Scope 2 Inventory Guidance* | *US EPA*, 2025). Scope 3 refers to activities not owned or controlled by the business but are part of its supply chain (*Scope 3 Inventory Guidance* | *US EPA*, 2024). Emissions are only increasing as the production of clothing has approximately doubled in the last 15 years, according to the Ellen MacArthur Foundation (*Fashion and the Circular Economy*, n.d.). This resource continues by saying that not all clothing is being fully utilized; rather, items are being worn 40% less on average. Many of these products fall apart quickly and are thrown away due to cheap construction. In the U.S., 9% of waste comes from

rubber, leather, and textile goods (U.S. Environmental Protection Agency, 2016). This does not include the clothing that is donated and often sent to other countries for disposal.

While knowledge of the manufacturing processes and waste of clothing is often the focus of research, there has been more public attention to the humanitarian issues happening. One of the major events was the collapse of the Rana Plaza factory building, leaving 1,134 dead in 2013 (*Rana Plaza*, 2021). Since then, there has been more awareness of the social impacts of the fashion industry. In 2021, it was discovered that the people in the Uyghur Region of China are being forced into slavery-like conditions to produce cotton for clothing production (“Break Their Lineage, Break Their Roots,” 2023). Furthermore, research has found that toxic waste from factories is sometimes dumped into rivers, polluting poverty-ridden countries like Africa and India (Bailey et al., 2022, Kumar, 2023). These are just a few of the effects and stories about the harm of fashion production. The increase in demand for sustainable products is in part due to consumer awareness of humanitarian inequalities (Lundblad & Davies, 2015). In response, companies are adapting their practices to align with these evolving consumer expectations.

A study by Thomas (2019) recognizes that it is currently difficult for many companies to bring their departments together to work towards greater sustainability. The study shows the different meanings, views, and applications different groups take in working towards solutions. According to Thomas, this is largely seen in the relationships between business managers and designers (2019). Communication between these two areas can be difficult, and some companies are hiring individuals to specialize in incorporating sustainability practices throughout their companies. Looking through professionals on LinkedIn shows a variety of positions. From ambassadors, managers, directors, chiefs, to VPs, there are a great variety of titles for fashion industry professionals working in sustainability. There are also companies and individuals that

provide consulting services (*Conscious Fashion Collective*, n.d.; *Recloseted | Sustainable Fashion Consulting*, n.d.).

After reviewing job postings, many of the company requirements were the same. Themes such as education around the government policies, legislation, multinational business, company standards, and NGOs emerged as paramount (Board, n.d.). With this review, several abbreviations and terms were used frequently in these positions.

- NGO - Non-Governmental Organization
- ESG - Environmental, Social, and Corporate Governance
- CSR - Corporate Social Responsibility
- Certified B Corporations and Third-party checkers (Robertson, 2021).

Many research studies have covered the connection between fashion and sustainability, the benefits of sustainable practices, and the implementation of these methods, business models, and consumer perceptions. A few studies have given attention to the connection between employees and their knowledge of sustainability. According to Lacy et al., employees need to be given opportunities to increase their sustainability knowledge as well as create incentives to encourage sustainability (2009). However, no details are provided on what specifically that information should be, rather general suggestions and an emphasis that it should be done. In a study conducted by Sehnem et al., it shows the importance of including sustainability in higher education (2023). This is beginning to take place in some universities as new courses are being added to cover sustainability topics (Lacy et al., 2009). Finally, Ashridge Business School conducted a study to help industry leaders implement and improve sustainability initiatives in their companies. It identified three areas in which company leaders should set their focus and view: context, complexity, and connectedness (Ashridge Business School, 2009). These studies

show the need for greater education of consumers, industry professionals, and business leaders around sustainable fashion. However, there is a knowledge gap concerning what jobs are currently available in sustainable fashion and the specific skills and knowledge required for these careers.

Methodology

This report examined sustainability positions in the fashion industry to gain a better understanding of the knowledge and skills required for this career path. To do so, the following research questions were proposed:

RQ1: What jobs exist in the fashion industry where the position's primary responsibility is to advance sustainability initiatives in the business?

RQ2: For individuals working in sustainability-focused careers in the fashion industry, what knowledge and skills are required relating to sustainability?

For this research project, a two-phase approach was used to collect data, which included collecting online data and interviewing individuals working in the fashion industry. Exemptions for this study were submitted and approved by the Kansas State University Institutional Review Board (KSU IRB # 12455) before data collection began. For phase one of data collection, job positions were gathered from LinkedIn, Glassdoor, and the National Retail Federation (NRF) websites. The goal was to find current job openings that centered around advancing sustainability in the company. The collected data was entered into an Excel document using the following categories: website, position, knowledge, soft skills, experience (degree/job), and company. The keywords used in the search included sustainable fashion, fashion sustainability, and sustainability consultant fashion.

The second phase of this project sought to better understand what knowledge and skills are required relating to sustainability in the fashion industry. To achieve this, qualitative interviews were conducted using semi-structured questions that focused on their job experiences (Ravitch & Carl, 2021). The target demographic was individuals currently working in a sustainability position at a fashion company, those employed as freelance sustainability

consultants, or sustainable fashion business owners. The goal was to interview 4–6 participants representing diverse businesses, varying levels of experience, and different roles within the industry. Participants were recruited using LinkedIn and via referrals from previous participants. In total, five participants agreed to the study and went through the interview process. Knowledge and experiences concerning fashion sustainability came from both past and current job positions, providing rich insights. Participants held titles that included Senior Manager of Sustainability and Data, Director of Sustainability, Freelance Designer and Consultant, and Small Sustainable Business Owner. Some titles have been simplified to ensure participant privacy.

Below are the questions asked during the interviews. Questions 1-2 focused on understanding the participant's personal job experience, and questions 3-5 pertained to the required knowledge for their position.

6. What is your current position, and what are your main roles and responsibilities.
7. What previous experience did you have that prepared you for this position?
8. Are there certifications needed in your work?
9. If you were advising someone who would like work in a similar sustainability role, what would you recommend that they learn whether practical or knowledge based?
10. What do you think was absent in your education when preparing for your career and what do you think should be added?

Interviews were conducted one-on-one via Zoom and lasted approximately 30 minutes to 1 hour. With this study being conducted over Zoom, a verbal consent process was used to satisfy IRB requirements. The consent document (see Appendix A) was sent to participants beforehand to review and then read out loud at the beginning of the interview.

Interviews were held and recorded via Zoom video conferencing. The interviews were then transcribed using Rev, an online transcription service. The transcribed interviews were

coded for the first time using Delve, a qualitative data analysis software. In Vivo codes were designated by the first author based on the words and phrases participants used. These codes were created from every keyword(s) and themes found in the interviews. The goal of In Vivo Coding is to be able to capture the authentic voice of the participant (Saldana, J. 2016, p.106). Because the purpose of this study was to learn more about the experiences of participants, recording the language and terms used was important for communicating the findings. The codes were then organized in relation to how they answered the research questions. Confirmation with the major professor helped to guide the coding, improving the study's validity.

The interview underwent a second round of coding to generate more concise thematic codes utilizing Pattern Coding. This method primarily creates more meaningful and explanatory codes, leading to more applicable conclusions (Saldana, J. 2016, p.236). Pattern Coding allowed the researcher to assess the data for overall themes based on keywords found in the In Vivo coding. These themes were defined, and the appropriate codes created from the first stage of coding were grouped into these categories in an Excel spreadsheet. To increase validity and prevent researcher bias, field notes were taken during both stages of data analysis. These notes, combined with the raw data and data analysis, were checked and verified with the major professor.

Results

Phase 1

A summary of phase one data collection is given below, see Table 1. Seven positions were found on 11/13-15/2024 and 3 on 1/15/2025. One of the positions between the two searches was the same, resulting in a total of 8 different positions and 1 internship. The companies included Nardos, Noho Home, Nike, Ralph Lauren, and PVH Corp – Calvin Klein/Tommy Hilfiger. The job titles ranged from product developer, lead of product traceability, specialist in climate and product sustainability, or lead fabric R&D. For the Ralph Lauren positions, three out of the four positions were called sustainability manager with the following department label: impact, product & materials, supply chain - Americas. Education for these positions was usually a bachelor's degree, particularly in the fields of fashion, sustainability, or environmental science. One job would consider 5 years of industry experience instead of a degree. However, several jobs required 2, 5, or even 15 years of relevant experience in addition to a bachelor's degree. Key areas of knowledge frequently mentioned in the job descriptions included supply chain, climate, the impacts of the fashion industry, market trends, data management, Microsoft Office, and many trending terms and concepts (PLM, ERP, DTC, GHG, CDP, NGOs, Taskforce on Climate-related Financial Disclosure, life-cycle assessment, different scopes). Some requirements were mentioned only once but are still noteworthy. These include familiarity with traceability technologies, building buy-in, having a strong network, and carbon accounting. Several design-related jobs required knowledge of clothing construction, materials, and applicable software programs. Numerous soft skills were consistently mentioned across the various job descriptions, such as working in cross-functional teams, maintaining relationships, being motivated, strong organization/management abilities, and verbal/written communication skills.

Table 1. Summary of Job Listings

Company/ Job Title	Education Level	Experience	Knowledge	Soft Skills
Nardos Product Developer	Bachelors in Fashion Design, Textiles, or a related field	5 years in product development or equivalent, couture design,	Product Lifecycle Management (PLM), Microsoft Office (MS), couture design, sustainable material sourcing and production	Attention to detail, fast- paced environment, organization, communication, management, negotiation
Noho Home Home and Fashion Product Designer	Bachelors in Fashion, Textile or Industrial Design	3 years working in design, development, and supply chain focusing on home and fashion	Digital patterning and fittings (3D), color management tools, Adobe, PLM, Enterprise Resource Planning (ERP), Direct to Consumer (DTC), trends, sustainable practices	Production management in micro and large overseas environments, ability to manage multiple projects with tight deadlines
Nike Global Sustainability Graduate Internship	Enrolled in a Business Master or Environmental Management or Science	2 years work experience, background in Social and Environmental Sustainability, Operations, Supply Chain, Analytics, Manufacturing, Engineering, Procurement, Textiles, Finance, or Retail	General sustainability skills/knowledge, experience in corporate responsibility, climate, natural resources, circularity, labor and human rights and/or other related topics	Verbal/ written communication to diverse audiences (leadership), influence cross functionality, project management, problem solving, decipher themes/ make decisions/ communicate large data sets, self-starter who is inquisitive with a growth/process mindset
Ralph Lauren Applications Development Lead	None listed	Technology implementation within the fashion retail industry or international sourcing environment; Leadership in cross- functional teams and managing complex projects; Product / Supplier data management systems/ ERP; Working in a global, diverse, and dynamic cross-functional environment	Traceability technologies / platform; Strong analytical skills and experience with data management and reporting; Advanced experience with MS Office applications, Project Management, Incident Management tools	Excellent communication and interpersonal skills. Ability to influence and engage stakeholders at all levels
Lead, Fabric R & D (Wovens & Soft Dressing)	A degree in Textiles preferred	15 Years of experience is a plus, Experience in building and managing raw material libraries	Fabric specifications, constructions, weaves, finishes, dyeing techniques; product costs and impact of design; global sustainability landscape and how it relates to textile R&D; analytical and mathematical skills	Self-starter, Practical time management and multitasking skills to manage several projects; Very organized with strong attention to detail, Ability to quickly learn new tools

Sustainability Manager, Impact	Bachelor's degree in sustainability, and/or environmental subject area including Climate Change, Environmental Science, or similar	CSR/sustainability, energy and climate or similar role in the private sector, an NGO working with business, or top-tier consulting	Corporate sustainability practices and programs: GHG Protocol, CDP, Taskforce on Climate-related Financial Disclosure, and other emerging trends and concepts; develop business cases, model impacts, including financial implications, and build buy-in; Familiarity with academic, government and NGOs active in the climate, water, nature, and environmental ecosystem; quantitative and qualitative analytical skills with the ability to present and apply findings	Interpersonal skills for interaction with leadership and key internal functions, takes initiative and demonstrates ownership, works independently, communication, presentation and facilitation skills
Sustainability Manager, Product & Materials	None listed	Corporate sustainability setting; Experience in environmental science, engineering, sustainable development, and/or materials management preferred	Environmental sustainability issues and impact measurement, preference for experience with life-cycle assessment and/or sustainable packaging, Excel experience	Accustomed to working in a global, diverse, and dynamic cross-functional environment, strong collaboration and communication/presentation skills
Sustainability Manager, Supply Chain, Americas	Bachelor's or advanced degree in relevant topics i.e. environmental science, industrial engineering, chemistry, sustainable development, and/or energy management	Apparel, textile, and leather supply chain/manufacturing sustainability	Understanding of environmental sustainability issues and impact measurement. Subject matter expertise in energy, GHG, water, wastes and chemicals impact areas in manufacturing industry Established network of industry stakeholders in the region Fluency in regional language i.e. Spanish (verbal and written), MS Office applications	Accustomed to working in a global, diverse, and dynamic cross-functional environment, collaboration and communication verbal and written (and presentation) skills
PVH Corp Specialist, Climate and Product Sustainability	Bachelor's	5 years relevant experience	Greenhouse Gas methodology, carbon accounting, circular economy, environmental topic connectivity, general industry, MS	Interpersonal skills with ability to foster and maintain collaborative relationships with team leadership, external business partners, industry peers and overseas teams, verbal and written communication (general and data focus), team-oriented, ownership and problem-solving

Phase 2

The data from phase two revealed seven themes relating to the knowledge and skills required for individuals working in sustainability-focused careers. Themes included Resilience, Collaboration and Networking, Self-Led Learning, Data Management, Supply Chain Applications, Business Strategy Development, and Contextual Synthesis.

Resilience

An overarching theme across all interviews was the significant amount of hard work required to perform these jobs effectively. Participant 3 stated, “Sustainability used to mean idealism to me, now it means get real and go to work.” Participant 1 noted that many people do not want to do the extra work it takes to bring about these changes. Not only does the work require extra effort, often extending beyond the typical workday, but the slow pace of change can also be discouraging. This leads to burnout and feelings of disillusionment with the system. Some described the fashion industry as a broken system, with efforts to advance sustainability feeling like navigating uncharted territory. Participants 1 and 4 both used the term “wild west” when referring to the uncertainty of information within the sustainability career field. Participants with experience working in companies expressed that it can be hard to stay positive, especially without company support.

To combat this, one must have resiliency to the dismissals, lack of available jobs, and in some situations, toxic workplaces. You cannot take it personally or be disappointed when things don’t work the way you think, was the perspective of Participant 4. Interviewees indicated that it is a hard, slow journey to change the ways things work. One must be adaptable, possess a growth mindset, and be bent on bringing change into the workplace. The phrases of being able to ‘problem solve’, ‘think out of the box’, and ‘keep the bigger picture’ in mind were also patterns.

Participants who worked in multinational corporations particularly addressed the slow movement toward implementing change. Participant 1 spoke about their frustrations working towards greater sustainability in a company. Explaining that after several years of effort, their primary achievement was putting an end to the greenwashing practices within the marketing department. The progress was so slow and difficult that a coworker broke down from stress and stepped down. To combat burnout and build resilience, interviewees emphasized the importance of working within one's area of skill and expertise while also pursuing work that is personally fulfilling and enjoyable. Another important factor was understanding and working with company culture. Several participants noted a lack of support from leadership and the challenge of finding allies within their company when advocating for greater sustainability initiatives. Participant 1 said, "If it doesn't work within the culture of the organization, it's not going to work." They talked about their need to understand the culture of the organization first as "trying to make it sustainable, going backwards, it's very difficult, let's just say."

Owning a business has its own challenges and these can be increased when including sustainable practices. It often takes a lot of time and money. Participant 5 talked about how they built their business slowly, learning and growing over the years. Participant 2 said that building their business took a lot of money. This was in part due to not having reliable and steady work. It also takes capital and a strong network to build a sustainable business. When advising clients, Participant 2 discovered that sometimes less sustainable options must be implemented with the overall goal of making improvements at a company. Finding customers who are willing to pay for a quality product rather than fast fashion products can also be challenging, said Participants 4 and 5.

Collaboration and Networking

The second mindset going into a sustainable fashion career is looking for allies. To be successful, one must have connections both in the workplace as well as across the industry. In the workplace, it is important to have support when trying to encourage innovative ideas and being able to learn with and from coworkers. One must work collaboratively with all the teams throughout the company. Having allies throughout the industry, connecting with individuals who may have resources, and expanding one's knowledge were all recurring themes throughout the interview process. Sharing knowledge and learning from others was also frequently expressed as a key mindset trait. Participants frequently shared ways they made connections, such as working with educators, counselors, or other school resources. Others mentioned support groups within or outside their companies. Often, these were sustainability or circulatory fellowships that shared job opportunities and knowledge.

Self-Led Learning

The word 'dig' was used repeatedly throughout the interviews in reference to the necessity of self-led learning. Participants expressed the need to continually deepen their understanding for completing their work. Understanding as much as one could about how the industry works, including its strengths and weaknesses, in addition to your focus or specialization is key. To do this, one must research to find the information, as it can often be hidden. Thus, the term dig is fitting. Finding these truths is difficult for several reasons. Participant 4 said, "being willing to dig deeper and discover truths, whether it's what you wanted it to be or not. And I think that that's the big thing. I think a lot of people want it to be something, and then when they find out it's not, it's really disappointing and hard to handle. Not being afraid to figure out what's really going on." Understanding what is going on is also helpful when

obtaining jobs in sustainable fashion. Participant 3 talked about their knowledge of new regulations coming out, knowing where this industry is falling behind, and not being “green” helped get their position.

Interviewees pointed to several ways they participated in self-directed learning, that was not required by their company. Participant 5 said they had a love for history and of different cultures, which influenced their methods for sustainable clothing construction and business models. In acquiring knowledge relating to sustainability, participants found a lot of information online, taking in-person or online classes, or earning certification in the HIGG Index or lifecycle assessment. Participant 2 said that it was after school that they started researching online to find information about sustainability. A lot of this was online and watching documentaries like The True Cost. Participant 4 said that it takes a lot of digging to find out what companies are doing, as many are not transparent with their business. Participant 3 had an experience with being misled while working with a supplier for a new children's clothing line. They had ordered zippers that ended up being counterfeits. This was discovered when the zippers started to break. The line cost the company because the clothing had to be recalled as the zippers were a choking hazard.

Being part of employee resource groups or online communities also helped further knowledge. In terms of higher education, only one participant had an MBA in sustainability. All participants had a wide variety of experiences honing their knowledge and skills, enabling them to perform their jobs effectively. Participants frequently changed jobs and took opportunities for professional growth. Participant 4 talked about their experience of learning both the corporate and domestic side of manufacturing by working in different companies. This helped them to have a fuller understanding of the industry, allowing them to start their sustainable brand. It is

important to note that it took years of continual growth, usually in positions that were not focused on sustainability.

Data Management

In working towards sustainability, individuals must use data to understand and evaluate the impact of business decisions and be able to recommend changes based on the data. The way this was expressed depended on the work the participants did. Some, like Participant 3, used data reporting systems to visualize data for effectively empowering teams throughout the company to effect change. They said:

I'm reviewing a lot of the data we have behind our materials, and we use a source called Compass, and they help us with lifecycle inventory assessment data and getting those material scores for carbon emissions and water usage and eutrophication and energy usage. So, it's really digging into that data for a lot of my day. Looking at Excel files, finding ways to better show our data and information and seeing where there are gaps and saying, okay, this data quality isn't as good as we'd like it, or this data source is sort of outdated, so we want an update or we want to find a way to get better information... So hopefully in the future it will look less digging for information, but right now it's very much digging for that information and applying assumptions, applying emissions factors to understanding our impact at a material and product level... Communicating any changes in policy, any dates in the industry, really staying focused on our goals and how we are going to reach them. (Participant 3)

As this participant stated, a large aspect of data management is the ability to communicate information clearly and effectively to leadership and different teams. This can be challenging as different groups often have different areas of knowledge and priorities they are

working towards. Communicating cross-functionally in a way various teams can understand, and implement is key.

For those who managed their own business, data management was only part of their business. Often, it looked like keeping track of information about their supply chain, clients, and business partners. Participant 2 offers factory communication and production management for their clients. They mentioned the challenge of keeping track of the stage and location of products. This directly leads to the discussion of the supply chain.

Supply Chain Application

The fashion supply chain is a concept that continually appeared throughout the interviews. To better facilitate sustainability changes in the fashion industry, it is necessary for individuals to understand the fashion supply chain's manufacturing process. The base knowledge is understanding the ways products are made and transported. For sustainability, one must be able to apply sustainability themes like human rights concerns, environmental justice, and the long-term costs of these actions to these systems. Many people, even in the fashion industry, do not fully understand how clothing is made. Participant 1 expressed shock at how often industry professionals fail to grasp the consequences of their decisions. This is in part due to the different scopes of the supply chain. The concept of greenhouse gas emission scopes came up several times due to its connection with traceability. This method for looking at a company's greenhouse gas emissions distinguishes scopes 1 and 2 as direct and indirect actions of a business, while the business does not directly control scope 3 activities. It is common for companies to rely on their factories for sourcing and not to trace what is happening beyond carbon accounting standards scope 1 activities. Participant 1 said that it is particularly difficult for large companies to keep track of scope 3, third-party suppliers. Even though it is much easier to outsource scope 3 tasks,

according to Participant 3, these tasks have a large impact on the environment. Understanding scopes and how they relate to sustainable production is key for implementing regulations that protect people and the planet.

Another benefit to understanding the supply chain is the ability to identify opportunities for improving efficiency. Participant 1 talked about how reducing waste from overproduction also increases the profit margin. Additionally, if there are interruptions to the supply chain, one must be able to adapt and react to the situation. Participant 3 said, “I think a lot of people are so bogged down in whatever company they're in, they don't understand the supply chain, and I think that's really key to understanding how the business will be regulated, how the industry will transform under different situations, things like that.”

Business Strategy Development

Creating a business strategy is crucial in running a business, consulting, or working for a company. Each participant talked about how this knowledge affected their work in sustainability. Participant 3, when talking about the variety of their experiences, spoke of their first general business job as instrumental in their growth. From it, they learn how to function in a business, setting them up for future success. They also stressed the importance of learning scenario planning and how to adapt to changes. “It’s very hard to quantify risk until it happens.” One must be able to plan for unknown risks and be able to apply these strategies to their company’s unique operating procedures. Participant 5 spoke of the difficulty of learning how to set fair prices, balancing profit, the human cost of making, and valuing their customers. Sustainability also increases the challenge of scaling without sacrificing quality, losing traceability, or otherwise compromising the company's values. Attention to all the little details is imperative for catching the small things that can bring about large change.

Contextual Synthesis

To create sustainable business strategies, participants indicated that individuals must understand the industry and keep up with the changes happening. One must ask: where is the industry falling behind and where is it going? To do this, one must understand how past and current information affect the future and synthesize the information for application. Participants mentioned past and present cultures, history of fashion and business, government regulations and trade agreements, and environmental science.

Participant 5 mentioned how understanding the history of design and other business methods helped shape their business. In this, it is important to understand other cultures and how they interact with the fashion industry. For example, Participant 5 is working to create a rental model for their special occasion clothing line. They recognized that in other cultures it is common to rent special occasion clothing as these items are seen as community garments. The Participant recognized that while this does not quite fit with US culture, there is value in encouraging clothing for rent.

Keeping pace with the industry is challenging. Participant 3 said, “understanding scenario planning and being able to account for changes and that big picture thinking I think was missing (in my education). But yeah, just being able to understand data analytics was a big one, and at the pace that tech and our world is moving, it's hard to keep up with those things.” When asked about what students should know about business strategies, Participant 1 said, “trade agreements are a big deal too. This is a truly, obviously global industry. I think understanding the way that things work within these systems, like the geopolitics and the trade systems, I think is super important.” Both Participants 1 and 4 talked about how different trade agreements with China and the COVID-19 pandemic affected the fashion industry. Participants discussed the importance

of trend forecasting in sales and improving sustainable business strategy. Participant 1 mentioned that so much is wasted by inaccurate forecasting. Participant 2 talked about how companies use past bestselling products to create new product

Keeping up with government regulations is critical. Participants 1 and 3 discussed the complexity of bureaucracy and how it amplifies the demands of their work. Navigating these systems is time-consuming and often challenging to adapt to. This often led to distractions, diverting attention from efforts to drive meaningful change and advance sustainability. All these factors affect current business and understanding how these topics evolve can help companies adjust quickly. This takes trend forecasting accurately, keeping pace with new technologies, obtaining certification systems like the HIGG Index, understanding trade agreements, and knowing what is happening in the global industry.

During interviews, participants used a variety of terms when discussing their work. Many of these terms and phrases are listed below in Table 3, categorized by the parts of business they relate to.

Table 2. Fashion Industry Terms Used in Interviews

Business	Negative of Business Practices	Sustainable Business	Certifications for Individuals and Businesses
Compliance	Carbon Tunnel Syndrome	Buyback Programs	B Corp
Core Values	Conflict Materials	Carbon Footprint	CSO
CSO	Green Washing	Circular Label	ESG
Imports	Race to the Bottom	Community Garment	Fair Trade Certifications
International Trade and Marketing		Corporate Responsibility Report	HIGG
Management Systems		Footprint	Reprieve Material Certification Process
Reporting		Life Cycle Assessments	Third Party Verification
Scopes		Responsible Sourcing	Certifications for Tracing

Scenario Planning		Scopes of Traceability	
Setting Targets		Supplier Diversity	
Stakeholders		Sustainability Team	
		Takeback Programs	
		Traceability	

Discussion

To answer Research Question 1, this project showed that currently, there may be limited corporate jobs available that focus solely on sustainability in fashion. However, this could be due to positions not being listed on the selected job boards or the timing unaligned with the hiring season. Participant 1 predicted that jobs in sustainable fashion would slowly disappear and be replaced by compliance reporting positions in the accounting department. This speculation was supported by a job listing found in the first phase of data collection. It was not included in this research project since the position did not require fashion-related knowledge. The title was Manager of Social, Climate & Equity Compliance Reporting for Deloitte. It required a BS in accounting, business administration, finance, or another related field. However, it did require knowledge and experience in sustainability and reporting software. This listing can be found in Appendix C.1. Additionally, Participant 3's position focused primarily on reporting to improve systems. Understanding this data was often used for the creation of external reports to meet third-party verifications. They felt that advancing sustainability was more focused on increasing profit and meeting regulations. Throughout the experiences of Participants 1 and 3, feelings of disillusionment and burnout appeared.

In the area of fashion sustainability, there are opportunities for doing freelance work and building a sustainable brand yourself. Freelance work may involve designing products or developing business strategies that incorporate sustainable practices. This type of work also brings its own challenges. Participants who own their own businesses had difficulty finding clients who desired their services. The unreliability of work often led to greater financial challenges. Moreover, their work relies on the ability to network and sell products.

Regarding job types, this study showed that it is possible to use a variety of skillsets from design, product development, business management, environmental science, and beyond. With this, it is key to utilize your unique personal skills, interests, and abilities to help build resiliency during difficult times. Moreover, this also helps prioritize the knowledge one should focus on acquiring to be successful in fashion and sustainability.

This leads to the second question explored through this study regarding the knowledge and skills required in the field of fashion sustainability. There are numerous industry-specific concepts and practices that individuals must understand based on their area of work. Experience in a variety of subject areas was a common qualification seen throughout the job posting reviewed for this study. Interviews with participants confirmed that a diverse range of experiences complemented and built upon one another. Certifications are not a requirement. To gain knowledge about sustainability, one can investigate online, join resource groups, take classes for certifications, and start working in the industry. This is often self-lead, and the knowledge and skills needed differ between specializations such as design or production management. However, business concepts such as strategy, data management, and supply chain appeared throughout the data frequently as topics to understand. Being able to synthesize these concepts in relation to the past and present state of the world allows for the creation of effective sustainability initiatives.

Overall, the results show from both data sets that formal education, particularly in the fields of fashion design and/or business, sustainability, or environmental science, is helpful but not necessary in building foundational knowledge. While graduate education is not usually required, the job postings revealed that there are some instances where advanced degrees or special certifications for education were required.

There were several soft skills that also stood out from the data. Interpersonal communication skills were emphasized in both job descriptions and interviews as an important skill. Being able to communicate effectively with leadership, different teams, and customers helps to further sustainability projects or sell products. Some concepts relating to data, science, supply chain, or sustainability can be challenging to communicate clearly. One must be able to present information verbally or in writing. The other predominant mindset to have was resilience. To work in a predominantly unsustainable field, one is continually working against culture. It can be difficult to work extra hours, often feeling little support, while trying to navigate a lot of unknowns. Coming with a passion for change, one must be able to bring creative solutions to face the challenges that come from working in large or small companies.

In conclusion, participants signaled the importance of having a wide variety of experiences that build upon each other. By working in an assortment of positions, individuals can discover what they enjoy and where to best leverage their skill sets. Engaging in work that aligns with one's skills and passions can help combat burnout. From there, one can further their education and find support through online resources such as classes or networking.

Recommendations

There were several limitations in this study. For the first phase of data collection, the goal was to obtain 75-100 job listings. This was not possible due to the limited data available. This may indicate a decrease in jobs directly relating to sustainability roles in fashion. Fluctuations in job listings, over a set period of time, could be explored further in a future study. There may also be other methods, such as word of mouth, searching directly on websites, etc., that may reveal more positions. Additionally, this study only explored positions focused on advancing sustainability. Therefore, positions in companies that already hold sustainability as a core value did not appear. Further research is needed to discover what these careers look like. Finally, the desire and market for the services and products of sustainable business owners were not explored and could be further explored. Another limitation pertains to participant selection. Overall, a wide variety of participants were gathered concerning the type of business and career options. Yet all the participants were female, middle-aged, and living in the Midwest or New York. The use of snowball sampling from the initial contacts through LinkedIn left out the potential for other populations to be involved. This could not be overcome due to time constraints and access to a greater network of professionals. For future research, access to a greater number of participants could bring an even greater range of perspectives. Finally, this study was limited by the researcher and participants who strongly value the advancement of sustainability in the fashion industry. The researcher has done their best to look at the data in its entirety without bringing personal bias into the study. Replication of this study with a different view of sustainability could be helpful to overcome this limitation.

Other areas of future research could include the importance of support groups and networking for those working in fashion sustainability; the challenges of running your own

business compared to working in multinational companies, single brands, small businesses, or freelance consulting; understanding the future of sustainability in fashion to understand the challenges of bringing greater change; and the meaning and purpose behind working towards greater sustainability. This is not an exhaustive list but is offered as a basis for further study.

References

- Advancing sustainability*. (n.d.). Advancing Sustainability. <https://walmart.org/what-we-do/advancing-sustainability>
- Ajmal, M. M., Khan, M., Hussain, M., & Helo, P. (2017). Conceptualizing and incorporating social sustainability in the business world. *International Journal of Sustainable Development and World Ecology*, 25(4), 327–339. <https://doi.org/10.1080/13504509.2017.1408714>
- Ashridge Business School. (2009). *Developing the global leader of tomorrow*. Ashridge. <http://www.xaic.com.cn/uploadfile/Developing%20The%20Global%20Leader%20Of%20Tomorrow%20Report.pdf>
- Bailey, K., Basu, A., & Sharma, S. (2022). The Environmental Impacts of Fast Fashion on Water Quality: A Systematic Review. *Water*, 14(7), 1073. <https://doi.org/10.3390/w14071073>
- Board, S. J. (n.d.). *SFF Job Board | Find Jobs in Sustainable Fashion - Latest Job Listings*. SFF Job Board. <https://jobs.thesustainablefashionforum.com/>
- “Break their lineage, break their roots.” (2023). In *Human Rights Watch*. <https://www.hrw.org/report/2021/04/19/break-their-lineage-break-their-roots/chinas-crimes-against-humanity-targeting>
- Brydges, T., Retamal, M., & Hanlon, M. (2020). Will COVID-19 support the transition to a more sustainable fashion industry? *Sustainability Science Practice and Policy*, 16(1), 298–308. <https://doi.org/10.1080/15487733.2020.1829848>
- Castillo, M. (2024, April 30). *A new Walmart in-store AI is giving employees advice on how to sell products before it's too late*. CNBC. <https://www.cnbc.com/2024/04/30/a-new-walmart-in-store-ai-is-giving-employees-advice-on-how-to-sell.html>
- Castro-López, A., Iglesias, V., & Puente, J. (2021). Slow fashion trends: Are consumers willing to change their shopping behavior to become more sustainable? *Sustainability*, 13(24), 13858. <https://doi.org/10.3390/su132413858>
- Chang, R., Zuo, J., Zhao, Z., Zillante, G., Gan, X., & Soebarto, V. (2017). Evolving theories of sustainability and firms: History, future directions and implications for renewable energy research. *Renewable & Sustainable Energy Reviews*, 72, 48–56. <https://doi.org/10.1016/j.rser.2017.01.029>
- Comparing scope 1, 2 and 3 emissions | WorkForClimate*. (n.d.). https://www.workforclimate.org/post/whats-the-difference-scope-1-2-and-3-corporate-emissions?gad_source=1&gclid=CjwKCAjwp8--BhBREiwAj7og14zBywMK7wURhj1BavJ0jIcIOLCI86I9b6ACPkiIj_YSzICRwMgkqqh_oCqbYQAvD_BwE
- Conscious Fashion Collective*. (n.d.). Conscious Fashion Collective. <https://consciousfashion.co/>
- Elkington, J. (2018, September 13). *25 years ago I coined the phrase “Triple bottom line.” Here’s why it’s time to rethink it*. Harvard Business Review. <https://hbr.org/2018/06/25-years-ago-i-coined-the-phrase-triple-bottom-line-heres-why-im-giving-up-on-it>
- Fashion and the circular economy*. (n.d.). <https://www.ellenmacarthurfoundation.org/fashion-and-the-circular-economy-deep-dive>
- Fowler, S. J., & Hope, C. (2006). Incorporating sustainable business practices into company strategy. *Business Strategy and the Environment*, 16(1), 26–38. <https://doi.org/10.1002/bse.462>

- Gallup. (2021, October 5). *Are Americans concerned about global warming?* Gallup.com. <https://news.gallup.com/poll/355427/americans-concerned-global-warming.aspx>
- Henriques, A., & Richardson, J. (2004). *The triple bottom line, does it all add up? : assessing the sustainability of business and CSR*. <https://lib.ugent.be/catalog/rug01:000913566>
- Kumar, V. (2023, July 13). *Fashion Footprint: How Clothes Are Destroying our Planet and the Growing Impacts of Fast Fashion*. <https://bura.brunel.ac.uk/handle/2438/28146>
- Lacy, P., Arnott, J., & Lowitt, E. (2009). The challenge of integrating sustainability into talent and organization strategies: investing in the knowledge, skills and attitudes to achieve high performance. *Corporate Governance*, 9(4), 484–494. <https://doi.org/10.1108/14720700910985025>
- LinkedIn. (2022). *Global Green Skills Report 2022*. LinkedIn Economic Graph. <https://economicgraph.linkedin.com/content/dam/me/economicgraph/en-us/global-green-skills-report/global-green-skills-report-pdf/li-green-economy-report-2022-annex.pdf>
- Lundblad, L., & Davies, I. A. (2015). The values and motivations behind sustainable fashion consumption. *Journal of Consumer Behaviour*, 15(2), 149–162. <https://doi.org/10.1002/cb.1559>
- Marcketti, S. B., & Karpova, E. (2020). The dangers of fashion. In *Bloomsbury Publishing Plc eBooks*. <https://doi.org/10.5040/9781350052017>
- Nadeem, R. (2023, May 22). *Climate, energy and environmental policy* | Pew Research Center. Pew Research Center Science & Society. <https://www.pewresearch.org/science/2021/05/26/climate-energy-and-environmental-policy/>
- Our core values - Patagonia*. (n.d.). <https://www.patagonia.com/core-values/>
- Painter-Morland, M., Sabet, E., Molthan-Hill, P., Goworek, H., & De Leeuw, S. (2015). Beyond the Curriculum: Integrating Sustainability into Business Schools. *Journal of Business Ethics*, 139(4), 737–754. <https://doi.org/10.1007/s10551-015-2896-6>
- Rana Plaza. (2021, June 16). Clean Clothes Campaign. <https://cleanclothes.org/campaigns/past/rana-plaza>
- Ravitch, S., & Carl, N. M. (2021). *Qualitative Research: Bridging the Conceptual, Theoretical, and Methodological* (2nd ed.). Sage.
- Recloseted | Sustainable Fashion Consulting*. (n.d.). Recloseted | Sustainable Fashion Consulting. <https://www.recloseted.com/>
- Robertson, M. (2021). *Sustainability Principles and Practice* (3rd ed.). Routledge.
- Saldana, J. (2016). *The Coding Manual for Qualitative Researchers*. Sage Publications Limited.
- Scope 1 and Scope 2 Inventory Guidance* | US EPA. (2025, February 18). US EPA. <https://www.epa.gov/climateleadership/scope-1-and-scope-2-inventory-guidance>
- Scope 3 Inventory Guidance* | US EPA. (2024, December 9). US EPA. <https://www.epa.gov/climateleadership/scope-3-inventory-guidance>
- Sehnem, S., Troiani, L., Lara, A. C., Crizel, M. G., Carvalho, L., & Rodrigues, V. P. (2023). Sustainable fashion: challenges and barriers for advancing the circular economy. *Environment Development and Sustainability*, 26(2), 4097–4118. <https://doi.org/10.1007/s10668-022-02872-9>
- Sustainability*. (n.d.). Sustainability. https://corporate.walmart.com/content/corporate/en_us/purpose/sustainability.html/
- The Business Research Company. (2023). Ethical Fashion Global Market Opportunities And Strategies To 2032. In *Research and Markets* (No. 5740762). Retrieved August 7, 2024,

- from https://www.researchandmarkets.com/reports/5740762/ethical-fashion-global-market-opportunities?utm_source=GNOM&utm_medium=PressRelease&utm_code=qhd75p&utm_campaign=1826867+-+%2416.819+Billion+Ethical+Fashion+Global+Market+Opportunities+and+Strategies+to+2032+Featuring+Eileen+Fisher%2c+LVMH%2c+Levi+Strauss+%26+Co%2c+H%26M+Conscious%2c+%26+Reformation&utm_exec=chdo54prd
- Theis, T., & Tomkin, J. (2013). *Sustainability: A Comprehensive Foundation*. Connexion. <https://archive.org/details/cnx-org-col11325/mode/2up>
- Thomas, K. (2019). Cultures of Sustainability in the Fashion Industry. *Fashion Theory*, 24(5), 715–742. <https://doi.org/10.1080/1362704x.2018.1532737>
- Todeschini, B. V., Cortimiglia, M. N., Callegaro-De-Menezes, D., & Ghezzi, A. (2017). Innovative and sustainable business models in the fashion industry: Entrepreneurial drivers, opportunities, and challenges. *Business Horizons*, 60(6), 759–770. <https://doi.org/10.1016/j.bushor.2017.07.003>
- U.S. Environmental Protection Agency. (2016, March 29). *Municipal Solid Waste | Wastes | US EPA*. EPA's Web Archive. <https://archive.epa.gov/epawaste/nonhaz/municipal/web/html/>
- Why Fashion Needs to Be More Sustainable*. (2021, June 10). State of the Planet. <https://news.climate.columbia.edu/2021/06/10/why-fashion-needs-to-be-more-sustainable/>
- Wilson, J. P. (2015). The triple bottom line. *International Journal of Retail & Distribution Management*, 43(4/5), 432–447. <https://doi.org/10.1108/ijrdm-11-2013-0210>

Appendix A - Verbal Consent Form

As you know, I am a graduate student in the fashion studies program here at Kansas State University. I am conducting a study on Sustainability Careers in the Fashion Industry, and I would like to ask you some questions concerning topics related to my research project.

I would like to audio record our conversation so that I can get your words accurately. This interview will take about 30 minutes of your time and will only pertain to what you currently do, the knowledge and background necessary for your role, and what you wished you would have known going into your career.

There are no known risks to participating in this interview, but if at any time during our talk you feel uncomfortable answering a question, please let me know, and you don't have to answer it.

There are no benefits to you as an individual for participating in this study; however, your interview responses may help us to learn more about some of the knowledge gaps in the fashion industry relating to sustainability, help potential students looking for jobs, and generate deeper connections between education and industry professionals.

I will do everything I can to protect your privacy. There is always a chance that someone could find out about our conversation. I will not use your name during the interview, and your contact information will be kept separately from the recording and notes of our conversation. The recording of our conversation will be stored securely on my computer. The copy of the recording, without your name or contact information, will be stored until the end of the study and then be destroyed. The data collected will also not be used or distributed for future research.

Your participation in this research is voluntary and you may withdraw without penalty or loss of benefit. If at any time you want to withdraw from this study, please tell me and we will

stop the interview. I will also erase the recording of our conversation. If you wish to withdraw from the study in the future, please contact me.

If you have questions about this research, feel free to contact me, my faculty advisor, or the IRB Board at K-State through the information provided in the initial email.

Now I would like to confirm with you your participation in this research and agreement to share with me your experience working towards sustainability in your profession. Do you agree to participate, and to allow me to record our conversation?

Appendix B - Summary of Participants

Appendix B.1.

Participant 1:

Company: Global Conglomerate

Position: Director of Sustainability

Responsibilities: Build and lead a team for creating sustainable strategies.

Education/Experience: Fashion Marketing BS and Masters. Years of volunteering and working in small, sustainable roles.

Participant 2:

Company: Freelance Consulting

Responsibilities: Advises on business design, project management, and materials specialist.

Education/Experience: Fashion Product Development BS. Customer service/retail, event planning, and photoshoot coordination/ styling.

Participant 3:

Company: Global Conglomerate

Position: Senior Manager of Sustainability Data and Materials Optimization

Responsibilities: Evaluate the impact of the company using data.

Education: Sociology BS and Sustainability MBA. Worked in business administration, coordinator of social impact, and responsible sourcing.

Participant 4:

Company: Small Business Owner

Responsibilities: Manages sustainable line

Education: Apparel Production BS. Worked in corporate doing technical design, production management, taught at alma mater, and ran direct-to-consumer brands.

Participant 5:

Company: Small Business Owner

Responsibilities: Designs upcycled line while managing brick and mortar stores.

Education: Started in writing then earned a degree Fashion Business BS. Learned sewing as a child and grew a clothing line slowly while working as a buyer. Took the company offered classes.

Appendix C - Job Listings

Appendix C.1 - Accounting Position

 Deloitte

[→](#) [...](#)

**Manager - Social, Climate & Equity (SC&E)
Compliance Reporting** ✓

Kansas City, MO · Reposted 1 week ago · **4 potential applicants**

\$93K/yr - \$171.3K/yr ✓ Hybrid Full-time

[Apply](#) [Save](#)

Get personalized tips to stand out to hirers
Find jobs where you're a top applicant and tailor your resume with the help of AI.
[Try Premium for \\$0](#)
1-month free trial. Cancel anytime.

People you can reach out to
 Company alumni from Kansas State University and others in your network [Show all](#)

About the job
Manager SC&E Compliance Reporting
Do you love a challenge? Are you passionate about adding value through process improvement? We are looking for an energetic accounting professional with outstanding analytical capabilities to join our US Financial Reporting organization; a self-starter and enthusiastic team member who is highly organized with excellent attention to detail.
Recruiting for this role ends on 15 November,2024
Work you will do
As a Manager in Social, Climate and Equity (SC&E) Compliance Reporting, you will play a critical role in ensuring our firm meets its environmental, social, and governance (ESG) regulatory reporting obligations. You will be responsible for the development, implementation, and management of our ESG compliance reporting framework, working closely with various stakeholders to drive our sustainability agenda. Your specific responsibilities include:

- Lead the development and execution of the ESG compliance reporting strategy, ensuring alignment with regulatory standards and stakeholder expectations.
- Manage the collection, analysis, and reporting of ESG data across the organization.
- Oversee the preparation of comprehensive ESG reports for internal and external stakeholders, including regulatory bodies and investors.
- Collaborate with cross-functional teams to integrate ESG considerations into business operations and decision-making processes.
- Monitor and assess changes in ESG regulations and reporting standards, ensuring the firm remains compliant.

- Provide training and support to staff on ESG compliance and reporting requirements.
- Develop and maintain relationships with external stakeholders, including regulatory agencies and industry organizations.
- Drive continuous improvement initiatives to enhance the effectiveness and efficiency of ESG reporting processes.

The Team

The Financial Reporting group has a view of the overall Firm and works closely with US Firms' Controllershship and Purpose Diversity Equity Inclusion Office (PDEIO), and others within Finance and Administration. The group is a hub for the Firm's compliance reporting and works with several other groups to ensure the books and records of the firm are recorded and reported on efficiently and accurately. This position may be fulfilled remotely and does not require significant travel.

Required Qualifications

- BA/BS in Accounting, Business Administration, Finance, or related field
- 5+ years of relevant professional experience
- Deep understanding of ESG-related standards and frameworks including GHG Protocol, SASB, GRI, and TCFD
- Strong orientation towards and experience with ESG reporting
- Experience with assurance activities including internal and/or operational audit
- Excellent interpersonal, communication (verbal, written and presentation) and stakeholder management skills
- Strong understanding of accounting/regulatory theory and its application
- Proven leadership skills with the ability to manage and mentor a team effectively
- Strong organizational and project management skills - demonstrate ability to plan and manage projects independently along with ensuring high quality deliverables meet work plan specifications and deadlines
- Ability to work in a cross-functional team
- Detail oriented, able to manage multiple priorities and work in a fast-paced dynamic environment
- Limited immigration sponsorship may be available

Preferred Qualifications

- Master's degree/CPA
- Sustainability certification (e.g., GRI or SASB's Fundamentals of Sustainability Accounting credential a plus) or CPA with relevant sustainability experience.
- Knowledge of SAP and HANA reporting or similar accounting software a plus.

The wage range for this role takes into account the wide range of factors that are considered in making compensation decisions including but not limited to skill sets; experience and training; licensure and certifications; and other business and organizational needs. The disclosed range estimate has not been adjusted for the applicable geographic differential associated with the location at which the position may be filled. At Deloitte, it is not typical for an individual to be hired at or near the top of the range for their role and compensation decisions are dependent on the facts and circumstances of each case. A reasonable estimate of the current range is \$93,000-\$171,300.

You may also be eligible to participate in a discretionary annual incentive program, subject to the rules governing the program, whereby an award, if any, depends on various factors, including, without limitation, individual and organizational performance

Information for applicants with a need for accommodation:

<https://www2.deloitte.com/us/en/pages/careers/articles/join-deloitte-assistance-for-disabled-applicants.html>

EA_ExpHire

[See less ^](#)

Appendix C.2 – Listings Used for the Study

NARDOS NARDOS

Product Developer

Dallas, TX · 3 weeks ago · Over 100 applicants

✓ On-site Full-time 0 of 12 skills match

Easy Apply Save

Get personalized tips to stand out to hirers

Find jobs where you're a top applicant and tailor your resume with the help of AI.

Try Premium for \$0

1-month free trial. Cancel anytime.

About the job

Job Overview:

We are seeking an experienced and detail-oriented **Product Developer** to join our team. The ideal candidate will be responsible for managing the entire product development lifecycle, with a special focus on fabric, beading, lace sourcing, and PLM management. You will collaborate closely with designers, suppliers, and manufacturers to bring our creative visions to life, ensuring the highest standards in quality and design execution.

Key Responsibilities:

Material Sourcing & Development:

- Source, research, and develop fabrics, laces, and beadwork according to design specifications and brand standards.
- Build and maintain relationships with global suppliers, mills, and vendors to ensure timely delivery and quality control.
- Negotiate prices, minimums, and delivery schedules with suppliers to meet project timelines and budgets.
- Stay updated on emerging fabric trends, new technologies, and sustainable sourcing practices.

Product Lifecycle Management (PLM):

- Manage and maintain product development processes in the PLM system.
- Input and track materials, trims, specifications, and development updates within the PLM software.
- Collaborate with cross-functional teams (design, production, and merchandising) to ensure accurate data entry, design intentions, and production timelines.

Sample Development & Prototyping:

- Work closely with the design team to develop prototypes, ensuring that fabrics, trims, and embellishments align with the creative direction.
- Manage the development of samples, conducting fittings and providing feedback for refinement.
- Oversee lab dips, strike-offs, and sample reviews to ensure consistency in quality, color, and design.

Supplier and Vendor Management:

- Develop and maintain strong relationships with suppliers, ensuring compliance with company standards and sustainability goals.
- Evaluate suppliers' capabilities in terms of fabric qualities, beading intricacies, and lace options for each collection.
- Communicate design updates, technical requirements, and modifications to suppliers, ensuring alignment with the design brief.

Quality Control & Testing:

- Work closely with production teams to ensure quality control at every stage of product development.
- Ensure all fabrics and embellishments undergo appropriate testing for durability, color fastness, and wearability.
- Resolve any issues related to product development, quality, or material failures.

Collaboration & Communication:

- Serve as a liaison between design, production, and supply chain teams to ensure smooth execution of product development from concept to final delivery.
- Coordinate with technical design teams for pattern-making and sample development.
- Present sourcing strategies and development timelines to management and cross-functional partners.

Qualifications:

- Bachelor's degree in Fashion Design, Textiles, or a related field.
- 5 years of experience in product development, fabric sourcing, or related roles within the fashion industry.
- Strong knowledge of fabric types, embellishments, and textile technologies.
- Experience working with PLM software and proficiency in Microsoft Office Suite.
- Excellent organizational, communication, and project management skills.
- Ability to work in a fast-paced environment with a keen attention to detail and accuracy.
- Strong negotiation skills and the ability to manage supplier relationships effectively.
- Knowledge of sustainable fabric sourcing and ethical production practices is a plus.

Preferred Skills:

- Experience with couture or high-end fashion houses.
- Familiarity with beading, lace detailing, and embroidery processes.
- Passion for fashion design and creativity in sourcing unique materials.

Why Join Us:

- Be part of an innovative team where creativity and quality craftsmanship are at the heart of everything we do.
- Opportunities to work with luxury materials and renowned fashion designers.
- Collaborative work environment with growth and development opportunities.

[See less ^](#)



NIKE, Inc. Global Sustainability Graduate Internship

Beaverton, OR · Reposted 6 days ago · Over 100 potential applicants

Full-time

Apply

Save

Get personalized tips to stand out to hirers

Find jobs where you're a top applicant and tailor your resume with the help of AI.

 Try Premium for \$0

1-month free trial. Cancel anytime.

People you can reach out to



Carolina and others in your network

Show all

About the job

Become a Part of the NIKE, Inc. Team

NIKE, Inc. does more than outfit the world's best athletes. It is a place to explore potential, obliterate boundaries and push out the edges of what can be. The company looks for people who can grow, think, dream and create. Its culture thrives by embracing diversity and rewarding imagination. The brand seeks achievers, leaders and visionaries. At NIKE, Inc. it's about each person bringing skills and passion to a challenging and constantly evolving game.

At Nike, we're committed to a better tomorrow for all athletes. We understand that the future of the global economy can and must be fundamentally reimagined when the baton is passed to the next generation. The path before us is uncharted! This makes the work that much more exciting. We recognize that sustainability is not a compromise - it's a competitive advantage - and the future of sport depends on the future of our planet. The Global Sustainability team is committed to powering Nike's journey towards a Zero Carbon and Zero Waste future. In partnership with teams across the business, we are working to innovate and accelerate sustainable product solutions and circular business models, accelerate the transition to a net zero emissions future, eliminate waste and protect natural resources, and ensure the people who make and move our product are safe, valued and engaged. We do this by driving our enterprise mandate for sustainability and compliance across climate and environment, people and human rights, foundational expectations, marketplace and supply chain.

Who We Are Looking For

We are looking for candidates who are passionate about sustainability and Nike and who will leave a lasting impact on our Global Sustainability team. As an Intern, you will work in one of the following areas:

- Climate
- Circularity
- Natural Resources
- Marketplace Sustainability
- Compliance
- People and Human Rights

Qualifications:

- Enrolled in a Business (MBA) and/or Environmental Management or Science graduate program with an expected graduation date of December 2025 or Spring/Summer 2026
- Background in Social and Environmental Sustainability, Operations, Supply Chain, Analytics, Manufacturing, Engineering, Procurement, Textiles, Finance, or Retail preferred
- At least 2 years of work experience required
- 1 page Resume submission (PDF) and 1 page Cover Letter required for consideration

Skills:

- General sustainability skills/knowledge strongly preferred, including experience in corporate responsibility, climate, natural resources, circularity, labor and human rights and/or other related topics
- Ability to work cross-functionally and influence teams in a highly matrixed organization
- Strong project management, problem structuring and solving skills
- Self-starter that is comfortable with ambiguity and has a bias for action
- Ability to decipher themes, make decisions, and tell stories from large datasets
- Experience presenting to diverse audiences, including senior leadership
- Have an inquisitive, growth-focused and process-oriented mindset
- Excellent verbal and written communication skills
- Clearly demonstrated passion for Nike and sustainability

What You'll Work On

In the role of a Nike Global Sustainability Graduate Intern, you will work with teams Globally across Nike to embed sustainability into business, manufacturing, operations, and marketplace initiatives. As a Global Sustainability Graduate Intern, you will lead one or more projects that will require you to work across a range of stakeholders, exercise and showcase critical and strategic thinking and problem-solving skills to deliver insights that will move the business forward.

Previous Intern project examples include:

- Develop an implementation plan to achieve Nike's post-consumer waste goals
- Develop a plan to finalize 2030 Sustainability Targets and a tool to track senior leader alignment
- Research and complete due diligence to recommend a path forward to solve for Nike's hardest-to-recycle waste materials

This is a paid internship opportunity with relocation assistance. Curious to know what it's like to be part of a world-class Internship Program? Check out our recap video from last summer: Nike Internship Program Recap Video

This internship - as well as full-time positions - are located in-person at the NIKE, Inc. World Headquarters in Beaverton, OR. Check out this video of our World Headquarters to learn more about life on campus: Nike WHQ Campus Video

NIKE, Inc. is a growth company that looks for team members to grow with it. Nike offers a generous total rewards package, casual work environment, a diverse and inclusive culture, and an electric atmosphere for professional development. No matter the location, or the role, every Nike employee shares one galvanizing mission: To bring inspiration and innovation to every athlete* in the world.

NIKE, Inc. is committed to employing a diverse workforce. Qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, gender expression, veteran status, or disability.

Benefits

Whether it's transportation or financial health, we continually invest in our employees to help them achieve greatness - inside and outside of work. All who work here should be able to realize their full potential.

[See less](#) ^

Job Title: Product Design & Development Strategist

Location: Honolulu, HI (On-site)

Company: Noho Home by Jalene Kanani

About Noho Home:

Noho Home by Jalene Kanani is a luxury lifestyle brand that seamlessly blends Hawaiian cultural heritage with modern design, specializing in home decor, fashion, and travel accessories. With a commitment to sustainability, craftsmanship, and innovation, we create products that elevate everyday living while honoring the artistry of Hawaiian design.

Job Summary:

Noho Home is seeking a versatile and innovative Product Design & Development Manager to join our team. This role is essential in managing the design and development processes across our micro-factory in Hawaii and our overseas production facilities. The ideal candidate will have experience in both domestic and international manufacturing environments, digital pattern making, fitting, rendering, and direct-to-consumer (DTC) strategies. Additionally, expertise in digital printing color management is crucial, as this role requires ensuring color accuracy and quality across all product lines.

Key Responsibilities:

Design & Product Development:

- Lead the design and development of home decor products and fashion apparel, ensuring alignment with brand identity and market trends.
- Execute digital pattern making and fitting for fashion items, ensuring precision and consistency across product lines.
- Manage digital printing color processes, ensuring color consistency and quality from design to production.
- Develop and manage commercial color work, ensuring color consistency across all products and platforms.
- Create high-quality renderings for use on the website and other digital platforms to effectively showcase products.

Micro-Factory & Overseas Production:

- Oversee and coordinate production activities at Noho Home's micro-factory in Hawaii, ensuring timely and efficient operations.
- Collaborate with local artisans and factory teams to maintain high-quality standards and integrate Hawaiian cultural elements into product design.
- Manage relationships with overseas production partners, ensuring that all products meet Noho Home's standards for quality, sustainability, and ethical practices.
- Balance production schedules and logistics between the micro-factory and overseas facilities to optimize cost, lead times, and product quality.

Supply Chain & Logistics:

- Oversee supply chain operations from sourcing raw materials to final product delivery, with a focus on sustainability and efficiency.
- Implement supply chain software solutions to optimize production, inventory management, and logistics operations across multiple locations.
- Coordinate with manufacturers, vendors, and logistics teams to ensure seamless communication and on-time delivery of products.

Technical Design & Digital Tools:

- Utilize digital tools for pattern making, fitting, and design, ensuring products meet both aesthetic and functional requirements.
- Use Adobe Creative Suite (Photoshop, Illustrator), 3D rendering software, and digital printing tools for product visualization and color management.
- Leverage PLM (Product Lifecycle Management) and ERP systems for product development tracking and supply chain management.
- Apply color management tools (e.g., Datacolor, X-Rite) for precise color matching, especially in digital printing applications.

Direct-to-Consumer (DTC) Strategy:

- Collaborate with the marketing team to develop and execute DTC strategies that drive brand awareness and sales growth.
- Provide design insights and content for DTC campaigns, ensuring visual and brand consistency across all customer touchpoints.

- Analyze consumer feedback and market trends to refine product offerings and enhance the customer experience.

Collaboration & Strategy:

- Work closely with cross-functional teams, including marketing, sales, e-commerce, and production, to ensure cohesive product launches and promotions.
- Contribute to overall brand strategy, providing insights on product positioning, market entry, and customer engagement.

Qualifications:

- Bachelor's degree in Textile Design, Fashion Design, Industrial Design, or a related field.
- 3+ years of experience in design, product development, and supply chain management, with a focus on home decor and fashion.
- Experience working in both domestic (micro-factory) and international (overseas) production environments.
- Proficiency in digital pattern making, fitting, 3D rendering software, and digital printing color management.
- Strong background in Adobe Creative Suite, PLM software, ERP systems, and color management tools.
- Experience in DTC strategy development and execution.
- Excellent project management skills with the ability to manage multiple projects and meet tight deadlines.

Preferred Skills:

- Experience in both home decor and fashion industries, with a deep understanding of market trends and consumer preferences.
- Strong knowledge of sustainable practices in design, supply chain operations, and digital printing.
- Experience managing production across both small-scale (micro-factory) and large-scale (overseas) environments.

Why Join Us?

- Be part of a brand that values sustainability, cultural heritage, and high-quality craftsmanship.

- Engage in creative, meaningful work with a passionate and collaborative team.
- Opportunities for growth and professional development in a dynamic and innovative environment.

How To Apply:

Email CV to CustomerCare@nohohomehawaii.com

🔍 Find your perfect job

⚡ Upload your resume - let employers find you



Specialist, Climate and Product Sustainability - PVH Corp.

New York, NY

...

Design Your Future at PVH

Specialist, Climate and Product Sustainability - PVH Corp.

About Us:

We are brand builders who focus our passion and creativity to build Calvin Klein and TOMMY HILFINGER into the most desirable lifestyle brands in the world and at the same time position PVH as one of the best-performing brand groups in our sector. Guided by our values and enabled by our scale and global reach, we are driving fashion forward for good, as one team with one vision and one plan. That's the Power of Us, that's the Power of PVH+.

One of PVH's greatest strengths is our people. Our collective desire is to create a workplace environment where every individual is valued, and every voice is heard, and we are committed to fostering an inclusive and diverse community of associates with a strong sense of belonging. Learn more about our commitments to Inclusion & Diversity here.

About the role:

The Corporate Responsibility (CR) team's mission is to support PVH's brands, regions and functions, to drive Fashion Forward for good. We aim to embed balanced business into PVH's DNA – including strategy and visioning, culture, and business operations.

We are seeking a Climate and Product Sustainability Specialist who will play a key role in implementing PVH's strategic priorities. This includes driving progress and connectivity in our mission to Eliminate Carbon Emissions, Innovate for Circularity and Environmentally Preferred Materials Forward Fashion Targets. Your responsibilities will involve gathering insights and data, providing expert recommendations, and managing projects to integrate sustainable practices into our business practices.

The successful candidate will exhibit excellent communication and project management skills, strong analytic capabilities, effective problem solving, and the ability to foster partnerships. Subject matter expertise in Greenhouse Gas Emissions and/or Circularity is strongly preferred.

What You'll Do:

- Drive execution of PVH's progress on Forward Fashion Targets
- Support the Senior Managers of Climate Action and Circular Transformation to develop roadmaps to

-
- Develop roadmap development strategies and consolidate global inputs, liaising with regions/brands on any clarifications.
 - Operationalize a governance system to track progress against the developed roadmaps.
 - Produce briefing materials to communicate strategy, progress to date and recommend strategy updates based on hindsight analyses.
 - Assist in engaging with customers to ensure successful implementation of the Forward Fashion Targets program.
 - Report progress towards PVH Forward Fashion targets and related external commitments
 - Facilitate annual data collection and analysis exercises for reporting progress against corporate-wide targets, prioritizing the Greenhouse Gas Footprint and Circularity metrics.
 - Inform collaborators about the global calculation methodology and necessary inputs.
 - Develop recommendations to drive increased data quality and consistency across regions.
 - Support the Senior Managers of Climate Action and Circular Transformation in developing SOPs to prepare PVH for assurance requirements and quality checks
 - Lead collection of supporting documentation needed for data assurance process.
 - Share annual data analysis results in an easy-to-understand format with collaborators.
 - Support the data analysis and writing to communicate program developments and achievements through various reporting mechanisms, such as the annual PVH CR report and key industry surveys
 - Collaborate with cross-functional leaders and external consultants to streamline PVH's Greenhouse Gas emissions and Circularity data collection. Find opportunities to use internal data and reduce manual reporting requirements.
 - Work with the CR Systems team as a subject matter expert to advise on internal system updates to automate reporting and embed sustainability into our IT infrastructure
 - Coordinate alignment between external reporting requirements and internal strategy
 - Advise, equip and train associates to embed Greenhouse Gas emissions reduction initiatives and circular design principles into the business
 - Partner with cross-functional teams to develop corporate-wide guidelines and associate education materials. For example,
 - Project manage the global training implementation plan for associates on PVH's Global Circular Design Framework
 - Take the lead in coordinating the global training implementation plan for associates, ensuring effective mentorship on climate action by incorporating Built Environment guidelines and input from collaborators, customers, and partners.
 - Facilitate the integration of Climate, Circular Design, and Environmentally Preferred Materials through comprehensive sustainability guidance.
 - Support the integration of education and training resources into existing PVH systems

What You'll Bring:

Experience: A minimum of 5 years relevant experience

Education: Bachelor's degree required

Skills:

- Strong interpersonal skills and ability to foster and maintain collaborative relationships with team leadership, external business partners, industry peers and overseas teams
- Knowledge of the apparel industry, consumer goods industry, product development or supply chain preferred
- Ability to explain complex data and content in a clear and impactful way with target audiences in mind
- Proficient in using MS Excel to combine and analyze data from various sources, and generate reports and graphics
- Advanced proficiency with PowerPoint
- Business acumen to partner with all brands, commercial regions, and corporate functions
- Strong problem-solving abilities with a solutions oriented approach
- Demonstrated capacity to think both creatively and analytically in order to achieve outcomes
- Excellent communication skills, both verbal and written
- Proven ability to thrive in a team-oriented environment

#LI-BC10

#LI-Hybrid

Pay Range:\$75,000 - \$95,000

PVH currently provides base salary ranges for all positions-on job advertisements-in the United States based on local requirements. These ranges are based on what PVH reasonably believes that it will pay an associate for their base salary for said position at the time of the posting. Individual compensation will ultimately be determined based on a variety of relevant factors including but-not limited to qualifications, geographic location and other relevant skills. PVH is committed to providing a market-competitive total rewards package to eligible associates, which includes diverse and robust health and insurance benefits to meet the varied needs of our associates and an above-market 401(k) contribution to help our associates save for retirement. We also offer career growth opportunities, empowering our associates to design their future at PVH.

PVH Corp. or its subsidiary ("PVH") is an equal opportunity employer and considers all applicants for employment on the basis of their individual capabilities and qualifications, consistent with applicable law and without regard to race, color, sex, gender identity or expression, age, religion, creed, national origin, citizenship status, sexual orientation, genetic information, physical or mental disability, military status or any other characteristic protected under federal, state or local law. In addition to complying with all applicable laws, PVH also has a strong corporate commitment to inclusion, diversity and to ensuring that all current and future PVH associates are compensated solely on job-related factors such as skill, ability, educational background, work quality, experience and potential. To achieve these goals, across the United States and its territories, PVH prohibits any PVH employee, agent or representative from requesting or otherwise considering any job applicant's current or prior wages, salary or other compensation information in connection with the hiring process. Accordingly, applicants are asked not to disclose this salary history information to PVH

[Show less](#) ^

[See company reviews](#) →

Base pay range



Sustainability Manager, Impact

Ralph Lauren (<https://jobs.nrf.com/company/ralph-lauren-17751>)

New York, New York ([l-new-york,-new-york-jobs.html](#))

Share (<https://www.addtoany.com/share?url=https%3A%2F%2Fjobs.nrf.com%2Fjob%2Fsustainability-manager-impact-new-york-new-york-16073>)

Save Job (/sign-in)

Ref #:

W143315

Department:

Business Strategy

City:

New York

State/Province:

New York

Country:

United States

Pay Range: The pay range for this job is \$62500 - \$146000 annually; actual pay is dependent on experience and geographic location.

Benefits: Base pay is only one part of our employee value proposition, which includes a robust benefits package, above-market time off, flexible working arrangements, incentive compensation, where applicable, and varied learning opportunities.

Pay Range Max

146000

Pay Range Min

62500

Company Description

Ralph Lauren Corporation (NYSE:RL) is a global leader in the design, marketing and distribution of premium lifestyle products in five categories: apparel, accessories, home, fragrances, and hospitality. For more than 50 years, Ralph Lauren's reputation and distinctive image have been consistently developed across an expanding number of products, brands and international markets. The Company's brand names, which include Ralph Lauren, Ralph Lauren Collection, Ralph Lauren Purple Label, Polo Ralph Lauren, Double RL, Lauren Ralph Lauren, Polo Ralph Lauren Children, Chaps, among others, constitute one of the world's most widely recognized families of consumer brands.

At Ralph Lauren, we unite and inspire the communities within our company as well as those in which we serve by amplifying voices and perspectives to create a culture of belonging, ensuring inclusion, and fairness for all. We foster a culture of inclusion through: Talent, Education & Communication, Employee Groups and Celebration.

Position Overview

The Sustainability Manager for Impact will successfully marry strong technical expertise and capabilities with strategy and influencing skills to support the delivery of our ambitious climate, water and biodiversity strategies.

Essential Duties & Responsibilities

- **Goal & Strategy Development:** support the further development and implementation of RLC's public commitments on climate, water and biodiversity; drive process development and implement initiatives to deliver on goals, including climate transition plan, and the water and biodiversity strategy roadmaps
- **Impact Assessment:** drive risk and impact assessment/mapping for water, climate, biodiversity and support the integration of identified impact risks into business strategy
- **Internal Engagement:** facilitate and support sustainability working groups for Climate and Water Stewardship. Prepare presentations for and support engagement with leadership and key internal functions. Work in close collaboration with key internal stakeholders such as, Finance, Sourcing, Product Management, and Legal.
- **Stakeholder Engagement & Partnership:** Engage with and represent RLC in key partnerships and multi-stakeholder initiatives, e.g. WWF, G7 Fashion Pact, Textile Exchange (in partnership with Product Team), UN Fashion Charter, SAC, SBTi, CDP, Aii
- **Reporting & Disclosures:** provide subject matter expertise on climate, water, and biodiversity for enterprise-wide disclosures, reports, and surveys; drive CDP Climate and Water responses, in partnership with key internal functions;
- **Climate and Water Stewardship:** support strategic partnerships and programs to advance climate and water stewardship goals; drive engagement with internal and external working groups and partners
- **Data/Tracking:** drive annual, quarterly and where possible more regular tracking of water, carbon and biodiversity impacts/footprint; track trends, analyze pathways, and evolve the current approach
- **Investment Evaluation:** support the exploration of investment opportunities in climate, water, and biodiversity initiatives

Apply for This Job

- **Education & Engagement:** develop content and materials for knowledge and awareness building for internal teams and stakeholders

Experience, Skills & Knowledge

- Bachelor's degree in sustainability, and/or environmental subject area including Climate Change, Environmental Science, or similar
- Relevant professional experience from a CSR/sustainability, energy and climate or similar role in the private sector, an NGO working with business, or top-tier consulting
- Proven experience managing and executing corporate initiatives to reduce environmental impacts, including: science-based targets, decarbonization pathways, nature/biodiversity strategy, Scope 1, 2, 3 emissions strategy and inventory, renewable energy strategies, climate governance and climate risk assessment and management
- Excellent grasp of key corporate sustainability practices and programs, including: GHG Protocol, CDP, Taskforce on Climate-related Financial Disclosure, and other emerging trends and concepts
- Proven ability to develop business cases, model impacts, including financial implications, and build buy-in
- Familiarity with academic, government and NGOs active in the climate, water, nature, and environmental ecosystem
- Strong quantitative and qualitative analytical skills, can synthesize information and offer recommendations/solutions
- Well-developed interpersonal skills for interaction with leadership and key internal functions
- Takes initiative and demonstrates ownership, works independently
- Excellent communication, presentation and facilitation skills

Ralph Lauren will consider for employment qualified applicants with arrest or conviction records in a manner consistent with the requirements of the law, including any applicable fair chance laws.

Related jobs

Pharmacy Operations Manager (<https://jobs.nrf.com/job/pharmacy-operations-manager-new-york-new-york-1835956>)

 Walgreens
 New York, New York
 Posted - October 10, 2024

[View \(https://jobs.nrf.com/job/pharmacy-operations-manager-new-york-new-york-1835956\)](https://jobs.nrf.com/job/pharmacy-operations-manager-new-york-new-york-1835956)

Lead, Fabric R & D (Wovens & Soft Dressing) (<https://jobs.nrf.com/job/lead-fabric-r-d-wovens-soft-dressing-new-york-new-york-1711557>)

 Ralph Lauren
 New York, New York
 Posted - April 9, 2024

[View \(https://jobs.nrf.com/job/lead-fabric-r-d-wovens-soft-dressing-new-york-new-york-1711557\)](https://jobs.nrf.com/job/lead-fabric-r-d-wovens-soft-dressing-new-york-new-york-1711557)

Sustainability Manager, Product & Materials (<https://jobs.nrf.com/job/sustainability-manager-product-materials-new-york-new-york-1676245>)

 Ralph Lauren
 New York, New York
 Posted - March 13, 2024

[View \(https://jobs.nrf.com/job/sustainability-manager-product-materials-new-york-new-york-1676245\)](https://jobs.nrf.com/job/sustainability-manager-product-materials-new-york-new-york-1676245)

Procurement Manager, Sourcing (<https://jobs.nrf.com/job/procurement-manager-sourcing-new-york-new-york-1657200>)

 Ralph Lauren
 New York, New York
 Posted - February 17, 2024

[View \(https://jobs.nrf.com/job/procurement-manager-sourcing-new-york-new-york-1657200\)](https://jobs.nrf.com/job/procurement-manager-sourcing-new-york-new-york-1657200)

Sustainability Manager, Supply Chain, Americas (<https://jobs.nrf.com/job/sustainability-manager-supply-chain-americas-new-york-new-york-1643547>)

 Ralph Lauren
 New York, New York
 Posted - February 1, 2024

[View \(https://jobs.nrf.com/job/sustainability-manager-supply-chain-americas-new-york-new-york-1643547\)](https://jobs.nrf.com/job/sustainability-manager-supply-chain-americas-new-york-new-york-1643547)

🔍 Find your perfect job

⚡ Upload your resume - let employers find you



Ralph Lauren 3.9★

APPLICATIONS DEVELOPMENT LEAD, PRODUCT TRACEABILITY AND IMPACT

...

Nutley, NJ

Ref #:

W154333

Department:

Information Technology

City:

Nutley

State/Province:

New Jersey

Location:

United States

Company Description

Ralph Lauren Corporation (NYSE:RL) is a global leader in the design, marketing and distribution of premium lifestyle products in five categories: apparel, accessories, home, fragrances, and hospitality. For more than 50 years, Ralph Lauren's reputation and distinctive image have been consistently developed across an expanding number of products, brands and international markets. The Company's brand names, which include Ralph Lauren, Ralph Lauren Collection, Ralph Lauren Purple Label, Polo Ralph Lauren, Double RL, Lauren Ralph Lauren, Polo Ralph Lauren Children, Chaps, among others, constitute one of the world's most widely recognized families of consumer brands.

At Ralph Lauren, we unite and inspire the communities within our company as well as those in which we serve by amplifying voices and perspectives to create a culture of belonging, ensuring inclusion, and fairness for all. We foster a culture of inclusion through: Talent, Education & Communication, Employee Groups and Celebration.

Position Overview

Ralph Lauren is embarking on a multi-year transformation journey to expand our efforts to deliver on our sustainability goals and meet emerging regulatory requirements and stakeholder expectations around

this TNT program to all product categories and raw materials across the Ralph Lauren brands, expanding our human rights and environment due diligence programs to upstream suppliers, enabling product impact disclosures and strengthening data controls for corporate reporting. The core teams involved include Sourcing, IT, Sustainability, Worker Well-Being, Legal & Compliance, Public Affairs and Product Management.

As the IT Lead for TNT, you will play a pivotal role in driving the strategy for the technology transformation required to establish product and supply chain data connectivity across Ralph Lauren's systems. This role will be responsible for overseeing the development, implementation, and maintenance of a robust platform that enables end-to-end visibility into Ralph Lauren's supply chain and product journey.

Essential Duties & Responsibilities

- Strategic Leadership: Develop and implement the Ralph Lauren vision and strategy for a TNT technology platform, aligning it with overall business goals and sustainability initiatives. Communicate effectively on platform progress, benefits, and challenges. Launch and lead the Systems Solutions & Connectivity sub-working group under TNT.
- Platform Development: Lead the design, development, and implementation of a comprehensive transparency and traceability technology platform. Collaborate with cross-functional teams to define requirements and ensure alignment with business objectives.
- Technology Integration: Integrate the transparency and traceability platform with existing enterprise systems (ERP, PLM, SCM, etc.). Evaluate and recommend emerging technologies to enhance platform capabilities and efficiency.
- Stakeholder Engagement: Work closely with internal business partners, consultants and external stakeholders to develop the platform roadmap and rollout plan. Provide input on new IT processes and training materials required to support supplier onboarding, data collection and reporting needs.
- Performance Metrics: Establish KPIs to measure the effectiveness of the Transparency and Traceability platform, making data-driven decisions for continuous improvement.

Experience, Skills & Knowledge

- Experience:
 - Experience in technology implementation within the fashion retail industry or international sourcing environment.
 - Proven track record in leading cross-functional teams and managing complex projects.
 - Prior experience in Product / Supplier data management systems/ ERP preferred
 - Accustomed to working in a global, diverse, and dynamic cross-functional environment
 - Technical Skills:
 - Familiarity with traceability technologies / platform.
 - Strong analytical skills and experience with data management and reporting.
 - Advanced experience with MS Office applications. Project Management. Incident Management tools
-

- Excellent communication and interpersonal skills.
- Ability to influence and engage stakeholders at all levels

Ralph Lauren will consider for employment qualified applicants with arrest or conviction records in a manner consistent with the requirements of the law, including any applicable fair chance laws.

[Show less](#) ^

[See company reviews](#) →

Base pay range

\$103K – \$158K /yr (Glassdoor est.)

\$127K /yr Median

Nutley, NJ

 If an employer includes a salary or salary range on their job, we display it as an "Employer Estimate". If a job has no salary data, Glassdoor displays a "Glassdoor Estimate" if available. To learn more about "Glassdoor Estimates," see our [FAQ](#) page.

3.9 



Working here doesn't have to be a secret

Sign in to browse authentic reviews, anonymous ratings and salary data before you apply.

 [Sign in](#)

Related pages

([https://jobs.nrf.com/company/ralph-](https://jobs.nrf.com/company/ralph-lauren-17751)



Lead, Fabric R & D (Wovens & Soft Dressing)

Ralph Lauren (<https://jobs.nrf.com/company/ralph-lauren-17751>)

New York, New York ([l-new-york,-new-york-jobs.html](#))

Share (<https://www.addtoany.com/share?url=https%3A%2F%2Fjobs.nrf.com%2Fjob%2Flead-fabric-r-d-wovens-soft-dressing-new-york-new-york>)

Save Job (/sign-in)

Ref #:

W146883

Department:

Manufacturing & Sourcing

City:

New York

State/Province:

New York

Country:

United States

Pay Range: The pay range for this job is \$98000 - \$186000 annually; actual pay is dependent on experience and geographic location.

Benefits: Base pay is only one part of our employee value proposition, which includes a robust benefits package, above-market time off, flexible working arrangements, incentive compensation, where applicable, and varied learning opportunities.

Pay Range Max

186000

Pay Range Min

98000

Company Description

Ralph Lauren Corporation (NYSE:RL) is a global leader in the design, marketing and distribution of premium lifestyle products in five categories: apparel, accessories, home, fragrances, and hospitality. For more than 50 years, Ralph Lauren's reputation and distinctive image have been consistently developed across an expanding number of products, brands and international markets. The Company's brand names, which include Ralph Lauren, Ralph Lauren Collection, Ralph Lauren Purple Label, Polo Ralph Lauren, Double RL, Lauren Ralph Lauren, Polo Ralph Lauren Children, Chaps, among others, constitute one of the world's most widely recognized families of consumer brands.

At Ralph Lauren, we unite and inspire the communities within our company as well as those in which we serve by amplifying voices and perspectives to create a culture of belonging, ensuring inclusion, and fairness for all. We foster a culture of inclusion through: Talent, Education & Communication, Employee Groups and Celebration.

Position Overview

Through Ralph Lauren's Global Research and Development, we are building a centralized team of resources created to support great visualization, interactivity, and sustainability, generating research & development that inspires the dream of a better life through authenticity and timeless style. Global R&D supports creators: motivated designers, developers, and business people on a mission to adopt sustainable materials, techniques and processes to design the best products, ultimately transforming the fashion industry. This role will focus on woven shirting and soft dressing categories.

Essential Duties & Responsibilities

- Use your talent and skill to design products in keeping with the Ralph Lauren aesthetic
- Design and execute Concepts/Capsules each season
- Execute market research, competitive shopping, internet research, new trend research
- Implement the seasonal direction of the category and ensure consistency though products and ranges.
- Present seasonal concepts to senior management
- Through R&D to ensure all business needs and objectives are met, including - working within target fabric price points and margin requirements, achieving calendar deadlines, maintaining budgets and controlling spend, achieving sustainability goals, and adhering to the mill matrix

Experience, Skills & Knowledge

- Must be a self-starter with a strong sense of initiative

Practical time management skills with a solid ability to multitask and manage several ongoing projects

Very organized with strong attention to detail

- Strong working knowledge of fabric specifications, constructions, weaves, finishes, dyeing techniques
- Experience in building and managing raw material libraries
- Knowledge of product costs and impact of design
- Clear understanding of the global sustainability landscape and how it relates to textile R&D
- Good analytical and mathematical skills
- Ability to quickly learn new tools a must
- A degree in Textiles is preferred
- 15 Years Working experience a plus

Ralph Lauren will consider for employment qualified applicants with arrest or conviction records in a manner consistent with the requirements of the law, including any applicable fair chance laws.

Related jobs

Director, Real Estate Counsel (<https://jobs.nrf.com/job/director-real-estate-counsel-brentwood-tennessee-1846275>)

 Tractor Supply Company
 Brentwood, Tennessee

Posted - November 12, 2024

[View \(https://jobs.nrf.com/job/director-real-estate-counsel-brentwood-tennessee-1846275\)](https://jobs.nrf.com/job/director-real-estate-counsel-brentwood-tennessee-1846275)

Overnight Stock Clerk Full Time (<https://jobs.nrf.com/job/overnight-stock-clerk-full-time-roanoke-virginia-1846205>)

 BJ's Wholesale Club
 Roanoke, Virginia

Posted - November 12, 2024

[View \(https://jobs.nrf.com/job/overnight-stock-clerk-full-time-roanoke-virginia-1846205\)](https://jobs.nrf.com/job/overnight-stock-clerk-full-time-roanoke-virginia-1846205)

Utility Clerk Part Time (<https://jobs.nrf.com/job/utility-clerk-part-time-melbourne-florida-1846206>)

 BJ's Wholesale Club
 Melbourne, Florida

Posted - November 12, 2024

[View \(https://jobs.nrf.com/job/utility-clerk-part-time-melbourne-florida-1846206\)](https://jobs.nrf.com/job/utility-clerk-part-time-melbourne-florida-1846206)

Tire Technician Part Time (<https://jobs.nrf.com/job/tire-technician-part-time-stoughton-massachusetts-1846207>)

 BJ's Wholesale Club
 Stoughton, Massachusetts

Posted - November 12, 2024

[View \(https://jobs.nrf.com/job/tire-technician-part-time-stoughton-massachusetts-1846207\)](https://jobs.nrf.com/job/tire-technician-part-time-stoughton-massachusetts-1846207)

Cashier Part Time (<https://jobs.nrf.com/job/cashier-part-time-baltimore-maryland-1846208>)

 BJ's Wholesale Club
 Baltimore, Maryland

Posted - November 12, 2024

[View \(https://jobs.nrf.com/job/cashier-part-time-baltimore-maryland-1846208\)](https://jobs.nrf.com/job/cashier-part-time-baltimore-maryland-1846208)

Recovery Clerk (<https://jobs.nrf.com/job/recovery-clerk-melbourne-florida-1846209>)

 BJ's Wholesale Club
 Melbourne, Florida

Posted - November 12, 2024

[View \(https://jobs.nrf.com/job/recovery-clerk-melbourne-florida-1846209\)](https://jobs.nrf.com/job/recovery-clerk-melbourne-florida-1846209)

[Show More Jobs \(https://jobs.nrf.com/index.php?page=search&action=advanced_search&keywords=Lead%2C+Fabric\)](https://jobs.nrf.com/index.php?page=search&action=advanced_search&keywords=Lead%2C+Fabric)

([https://jobs.nrf.com/company/ralph-](https://jobs.nrf.com/company/ralph-lauren-17751)



Sustainability Manager, Product & Materials

Ralph Lauren (<https://jobs.nrf.com/company/ralph-lauren-17751>)

New York, New York ([l=new-york,-new-york-jobs.html](https://jobs.nrf.com/location/new-york-new-york-jobs.html))

Share (<https://www.addtoany.com/share?url=https%3A%2F%2Fjobs.nrf.com%2Fjob%2Fsustainability-manager-product-materials-new-york-new-york-1676245&title=Sustain>)

Save Job (/sign-in)

Ref #:

5581522

Department:

Business Strategy

City:

New York

State/Province:

New York

Country:

United States

Pay Range: The pay range for this job is \$62500 - \$146000 annually; actual pay is dependent on experience and geographic location.

Benefits: Base pay is only one part of our employee value proposition, which includes a robust benefits package, above-market time off, flexible working arrangements, incentive compensation, where applicable, and varied learning opportunities.

Pay Range Max

146000

Pay Range Min

62500

Company Description

Ralph Lauren Corporation (NYSE:RL) is a global leader in the design, marketing and distribution of premium lifestyle products in five categories: apparel, accessories, home, fragrances, and hospitality. For more than 50 years, Ralph Lauren's reputation and distinctive image have been consistently developed across an expanding number of products, brands and international markets. The Company's brand names, which include Ralph Lauren, Ralph Lauren Collection, Ralph Lauren Purple Label, Polo Ralph Lauren, Double RL, Lauren Ralph Lauren, Polo Ralph Lauren Children, Chaps, among others, constitute one of the world's most widely recognized families of consumer brands.

At Ralph Lauren, we unite and inspire the communities within our company as well as those in which we serve by amplifying voices and perspectives to create a culture of belonging, ensuring inclusion, and fairness for all. We foster a culture of inclusion through: Talent, Education & Communication, Employee Groups and Celebration.

Position Overview

Experienced and passionate sustainability professional to manage identification, evaluation and tracking of Ralph Lauren's use of sustainable materials and packaging, and associated impacts, to inform Ralph Lauren's transparency and traceability (TNT) strategies and other product and packaging sustainability initiatives and goals.

Essential Duties & Responsibilities

- Product Analysis: Engage cross-functional teams to integrate product and material impact data and analysis into relevant reporting, disclosure, and regulatory workstreams • Support collection, analysis and management of data on product and material impact and packaging across environmental issue areas to close identified data gaps for regulatory compliance readiness and support achievement of TNT strategies and objectives • Provide subject matter expertise and project management to support life cycle assessment (LCA) workstreams • Evaluate new sustainable material and packaging certifications, standards, and programs to inform decision making on integration into RL product, packaging and sustainable materials strategy • Conduct environmental impact review of new product technologies and innovations to inform recommendations to Innovation and R&D teams • Engage cross-functionally to support teams engaged in uptake of sustainable wood materials for RL store interiors to enable achievement of public facing goal on wood substrates • Sustainable Packaging: Work with stakeholders throughout the business to identify, evaluate, and adopt more sustainable packaging materials • Manage collection, tracking, and analysis of packaging sustainability data to inform annual reporting on progress and ongoing strategy, and support continuous improvement in packaging sustainability data granularity and quality • Provide subject matter expertise on adopting sustainable packaging options for apparel, retail, and logistics • External Partnerships: Support engagement in relevant external stakeholder groups, such as Canopy, Responsible Luxury Initiative, Sustainable Packaging Coalition, etc.

Experience, Skills & Knowledge

- Experience in corporate sustainability setting • Experience preferred in environmental science, engineering, sustainable development, and/or materials management • Solid understanding of and passion for environmental sustainability issues and impact measurement, with preference for experience with life-cycle assessment and/or sustainable packaging • Accustomed to working in a global, diverse, and dynamic cross-functional environment with strong collaboration and communication/presentation skills • Advanced Excel experience

Ralph Lauren will consider for employment qualified applicants with arrest or conviction records in a manner consistent with the requirements of the law, including any applicable fair chance laws.

Apply for This Job



Sustainability Manager, Supply Chain, Americas

Ralph Lauren (<https://jobs.nrf.com/company/ralph-lauren-17751>)

New York, New York ([l-new-york,-new-york-jobs.html](https://jobs.nrf.com/location/new-york-new-york-jobs.html))

Share (<https://www.addtoany.com/share?url=https%3A%2F%2Fjobs.nrf.com%2Fjob%2Fsustainability-manager-supply-chain-americas-new-york-new-york-1643547&title=Sustainability+Manager,+Supply+Chain,+Americas>)

Save Job (/sign-in)

Ref #:

W144065

Department:

Business Strategy

City:

New York

State/Province:

New York

Country:

United States

Pay Range: The pay range for this job is \$62500 - \$146000 annually; actual pay is dependent on experience and geographic location.

Benefits: Base pay is only one part of our employee value proposition, which includes a robust benefits package, above-market time off, flexible working arrangements, incentive compensation, where applicable, and varied learning opportunities.

Pay Range Max

146000

Pay Range Min

62500

Company Description

Ralph Lauren Corporation (NYSE:RL) is a global leader in the design, marketing and distribution of premium lifestyle products in five categories: apparel, accessories, home, fragrances, and hospitality. For more than 50 years, Ralph Lauren's reputation and distinctive image have been consistently developed across an expanding number of products, brands and international markets. The Company's brand names, which include Ralph Lauren, Ralph Lauren Collection, Ralph Lauren Purple Label, Polo Ralph Lauren, Double RL, Lauren Ralph Lauren, Polo Ralph Lauren Children, Chaps, among others, constitute one of the world's most widely recognized families of consumer brands.

At Ralph Lauren, we unite and inspire the communities within our company as well as those in which we serve by amplifying voices and perspectives to create a culture of belonging, ensuring inclusion, and fairness for all. We foster a culture of inclusion through: Talent, Education & Communication, Employee Groups and Celebration.

Position Overview

Regional sustainability expert that drives progress in various sustainability initiatives in manufacturing supply chain in Americas. Drive alignment on sustainability standards and expectations to suppliers with regional sourcing strategies.

Essential Duties & Responsibilities

- Provide sustainability subject matter expertise for in-region Higg FEM performance improvement, ZDHC implementation, and other program implementation covering energy, GHG, water, wastes and chemicals impact areas in Americas region
- Manage and drive post-assessment supplier engagement, in partnership with regional Sourcing team and leadership to deliver tangible performance improvements in all aspects of supplier sustainability KPIs.
- Deliver individual and/or group follow ups, site visits, trainings, webinars, on-site and off-site capability building initiatives for Americas suppliers for sustainability topics.
- Regular engagement with cross functional teams and leadership of regional Sourcing, as well as suppliers and external partners to drive alignment, integration, and progress towards RL supply chain sustainability goals
- Monitor and follow up supplier sustainability performance through direct data collection, internal tools, industry tools, and supplier scorecard, in close partnership with regional Sourcing.
- Identify and deliver in-region supplier capability building opportunities and deployment strategies, partnering closely across the broader global Sustainability and Sourcing teams, as well as external organizations.

Experience, Skills & Knowledge

- Solid experience in apparel, textile, and leather supply chain/manufacturing sustainability
- Solid understanding in and passion for environmental sustainability issues and impact on the business
- **Apply for This Job**
- Bachelor's or advanced degree in relevant topics i.e. environmental science, industrial engineering, chemistry, sustainable development, and/or energy management
- Accustomed to working in a global, diverse, and dynamic cross-functional environment
- Exceptional collaboration and communication (and presentation) skills
- Established network of industry stakeholders in the region
- Fluency in regional language i.e. Spanish (verbal and written), and strong verbal and written English
- Advanced experience with MS Office applications

Ralph Lauren will consider for employment qualified applicants with arrest or conviction records in a manner consistent with the requirements of the law, including any applicable fair chance laws.