

## About the job

Established in 2004, Dubai Holding is a global investment company with investments in more than 34 countries and a combined workforce of nearly 45,000 individuals. In line with the vision of Dubai's leadership and economic diversification strategy, Dubai Holding companies have nurtured sectors, irrevocably transforming Dubai's socio-economic landscape and positioning Dubai as a diversified, globally integrated economy.

Dubai Holding is committed to the diversification of Dubai's non-oil economy. Our portfolio, valued at over AED 284+ billion, spans 10 sectors, including real estate, hospitality, leisure & entertainment, ICT, design, education, media, retail, manufacturing & logistics, and science.  
For the Good of Tomorrow

Dubai Holding is looking to hire an **Associate Director - Sustainability** to lead strategic planning, budgeting and project management for the function reporting to the Head of Sustainability. A key focus is to measure the impact of sustainability initiatives and clearly articulate their value to the business. The role holder will support risk management and drive integrated decision-making across functions. Acting as a subject matter expert, the Associate Director- Sustainability guides stakeholders to embed sustainability into core business practices. This will include leading driving decarbonisation efforts and embedding ESG across the Group. The role holder will also oversee the Manager - Sustainability Analytics, ensuring continuous improvement in data quality, assurance processes, and analytical capabilities.

If you're ready to embark on a dynamic journey where your talents are valued, and your contributions make a real impact, we would like to hear from you.

## Key Accountabilities:

### Value Measurement and Strategic Projects

- Spearhead critical Group-wide strategic initiatives, including **sustainable design, internal carbon pricing, and natural capital accounting**, to drive sustainability across all operations.
- Remain at the forefront of the different tools to measure value and risk for ESG, climate and nature
- Oversee the development, procurement and strategic deployment of **carbon credits and offsets**, ensuring alignment with global best practices and regulatory frameworks.
- Establish a robust **internal carbon pricing mechanism**, accompanied by governance structures, to guide decision-making and incentivise carbon reduction across the Group.

- Provide **sustainability advisory** to key teams like the Strategy & Value Creation Office and Dubai Holding Investments (DHI). Identify opportunities and work with cross-functional teams to integrate sustainability into Group strategic projects, aligning with sustainability commitments.
- Develop and implement methodologies for **assessing and quantifying** sustainability value.
- Conduct ESG technical reviews to support **due diligence** on funds, direct investments, and co-investment opportunities presented by DHI.

#### **Sustainability Planning, Budgeting, Project Management:**

- Review and assess the Group's **sustainability strategy** in line with national and international sustainability goals and develop annual sustainability plan.
- Develop and implement plan to review and update the Group's **materiality** assessment.
- Drive **Group and vertical planning processes**, ensuring sustainability initiatives are effectively integrated into the overall business plan.
- Develop **budget** allocation for the Sustainability function for **Group-wide initiatives**.
- Oversee and monitor **budget on a monthly** basis for GCEO regular updates.
- Oversee and ensure **alignment** with environmental and sustainability **policies, principles, standards**, etc. across the Group.
- Lead **annual and target** setting exercises for the Group, including **quarterly** score.
- Prepare **regular update reports** and dashboards to communicate sustainability plan progress, such as GCEO monthly update, Quarterly CEO forum, and bi-weekly function update.
- Identify and integrate **ESG risks and opportunities**, including climate, into existing businesses processes, e.g., business planning, management, assurance, and governance.

#### **Net Zero; Target-setting and Decarbonisation Transition Planning:**

- Implement Group-wide **carbon science-based target setting**, developing tailored decarbonisation levers to meet Net Zero objectives.
- Align **target coverage** with materiality assessments and expansion plans, ensuring comprehensive scope across all sectors.
- Oversee the **consolidation of vertical-specific targets** into a cohesive Group-wide target to achieve Net Zero ambition.
- Apply the **Financial Sector Science-Based Targets Guidance** across the Group, ensuring compliance with sector-specific standards.
- Implement the **Building Sector Guidance of SBTi**, where applicable, to ensure alignment with latest standards.
- Oversee the development of **transition plans** for each asset type and roll-up at Group level, supporting a strategic path toward decarbonisation.
- Facilitate **target submission to MOCCA** to uphold Dubai Holding's Net Zero by 2050 commitment.

**Data Improvement and Assurance:**

- Oversee the activities of the Senior Manager – Sustainability Analytics by offering steer and guidance to critical ESG initiatives related to data improvement and assurance.
- Offer strategic guidance to the **measurement** of the Group's ESG and GHG data, ensuring Scope 1, 2 and 3 carbon emissions inventory is in line with international standards.
- Oversee **quarterly and annual** ESG / sustainability reporting process, ensuring in line with international frameworks and Dubai Holding internal guidelines.
- Offer **strategic guidance** on data maturity improvement, analytics and dashboards.
- Oversee the development of the **EGS assurance** framework and the implementation of the assurance plan.

**Who we are looking for:**

- 10+ years of experience in climate and sustainability or ESG related roles; preferably within large conglomerates, holding companies.

**Education / Professional Certifications:**

- BEng / BSc / Masters in relevant discipline (e.g., environmental management, environment engineering, sustainability)
- GRI certification (*bonus*)

**Technical Competencies:**

- Strong understanding of sustainability frameworks and principles, including the UN Sustainable Development Goals (SDGs), Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and other relevant standards.
- Proven ability to design, implement, and monitor sustainability strategies and initiatives that align with organisational objectives.
- Skilled in identifying Environmental, Social, and Governance (ESG) risks and opportunities across operations and value chains.
- Competence in quantifying the impact and return on investment (ROI) of sustainability initiatives using data-driven approaches.
- Experience in stakeholder engagement, capacity building, and fostering a culture of sustainability across internal and external partners.

**Behavioural Competencies:**

- Strategic thinking: ability to critically review large amounts of information and develop opportunities to create value for an organisation; aligning goals with business strategy.
- Business integration: ability to build relationships and dialogue with a range of stakeholders across all levels in an organisation to work towards a common agenda.
- Resilience: ability to persevere in face of set back and challenges and drive agendas forward with a focus on long-term business value.
- Working without formal authority: ability to influence within an organisation when you do not have formal authority (e.g., no reporting lines).
- Disciplined delivery: maintain personal accountability to deliver upon commitments.
- Authenticity and inclusion: maintain curiosity and openness to innovative ideas and perspectives and be prepared to adapt accordingly.
- Role model behaviours: to drive a culture of inclusion, diversity, and psychological safety where everyone feels safe to voice their opinions.

As much as we would be delighted to entertain all applicants, due to the high volumes of applications, only successful applicants will be contacted within 14 business days.

**This job description is not all inclusive. Dubai Holding reserves the right to amend this job description at any time. Dubai Holding is an Equal Opportunity Employer, committed to a diverse and inclusive work environment.**