

## Sustainability Associate

Pure Strategies  
[www.purestrategies.com](http://www.purestrategies.com)

Pure Strategies seeks a Sustainability Associate to contribute to our company's efforts to transform business to create a more sustainable future. For more than 25 years, Pure Strategies has helped leading companies garner the business benefits of sustainability through improvements in strategy, operations, products, and supply chains.

The Sustainability Associate will work collaboratively with Pure Strategies staff to deliver top-quality consulting support to our clients. The ideal candidate will have a proven track record of working independently, strong critical analysis/research, collaborating and communicating with others, and producing high-quality work in the areas of focus for this posting, including product sustainability and circularity.

### What You'll Be Doing

You will be helping Pure Strategies' clients develop and implement ambitious sustainability tactics and targets. You will be working with a team of leading consultants, researching industry and technology trends, analyzing data, and pulling together these insights to advise leading businesses. You will be applying the following skills and experience:

- Knowledge of product and packaging circular economy principles, metrics, and implementation, with an emphasis on sustainable packaging and sustainable chemistry/material health.
- Hands-on experience in product and packaging research and development or related laboratory, hazard assessment, or toxicology experience.
- Familiarity with additional corporate business processes including product safety, manufacturing, sourcing and supply chain management, marketing, and business strategy.
- Experience supporting corporate sustainability efforts on strategy, climate, and nature is a plus.
- Demonstrated problem-solving and analytical skills with an aptitude for detailed analysis and the ability to produce well-organized and presented deliverables.
- Excellent oral and written communication skills.
- Proficiency with Microsoft PowerPoint, Word, and Excel along with databases, and other data analysis and visualization software.

### Job Requirements

- Bachelor's degree in a technical or sustainability-related field (e.g., environmental engineering, packaging engineering, chemistry, or materials science). A graduate degree in a relevant field is a plus.
- Two years of professional experience in product development, packaging engineering, product sustainability, or a related role.
- Familiarity with sustainable packaging and sustainable chemistry guidelines (e.g., APR Design® Guide), standards, and regulations impacting products and packaging (e.g., Extended Producer Responsibility).

- Awareness of chemical footprinting concepts and methodologies for eliminating toxic chemicals and selecting safer alternatives.
- Analytical problem-solving skills with an understanding of qualitative and quantitative research methodologies.
- Strong attention to detail and ability to track progress against sustainability goals.
- Excellent interpersonal and communication skills.
- Ability to work independently and collaboratively in small teams.
- Proficiency in Microsoft Office suite, especially PowerPoint and Excel for data analysis.
- Commitment to a future where the climate is stabilized, nature is restored, and we have achieved a safe and equitable world.

This is a salaried full-time position. Compensation and exact job responsibilities will be based on education and experience, with the pay range estimate of \$70,000-\$83,000. Pure Strategies provides paid time off, partial health insurance reimbursement, generous retirement contributions, and other competitive benefits. This is a telecommuting role since the company employs a virtual office environment, with permanent residence in the continental U.S. required.

### Work Environment

Pure Strategies team members both collaborate on projects and have a high degree of autonomy. The Sustainability Associate must be able to deliver highly effective results working from a home office in a virtual team environment. Periodic travel is required for this position to client sites and for company meetings.

### How to Apply

Applications will be reviewed as they are received. Applying early is recommended. Applications will be accepted up to March 15th. Complete applications must include a cover letter and a current resume. Send your application to: [jobs@purestrategies.com](mailto:jobs@purestrategies.com) with the subject heading: Sustainability Associate. Note that the application process will include interviews, a case study exercise, and reference and background checks.

Pure Strategies is committed to creating a diverse environment and is proud to be an equal-opportunity employer. We strive to consider all qualified applicants for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status, and other protected statuses as required by applicable law.

### Pure Strategies, Inc.

Pure Strategies is a leading U.S. sustainability consulting firm founded in 1998 and a certified B Corporation. We help organizations improve environmental and social performance through green product design and production, sustainable materials, strong community relationships, and transparent measures of progress. Our consultancy team includes experts in corporate sustainability strategy, green product design, clean manufacturing, and assessments of materials and chemicals. The company encourages employee volunteering and philanthropic giving and has a matching employee gift program. For more information, see [www.purestrategies.com](http://www.purestrategies.com)

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