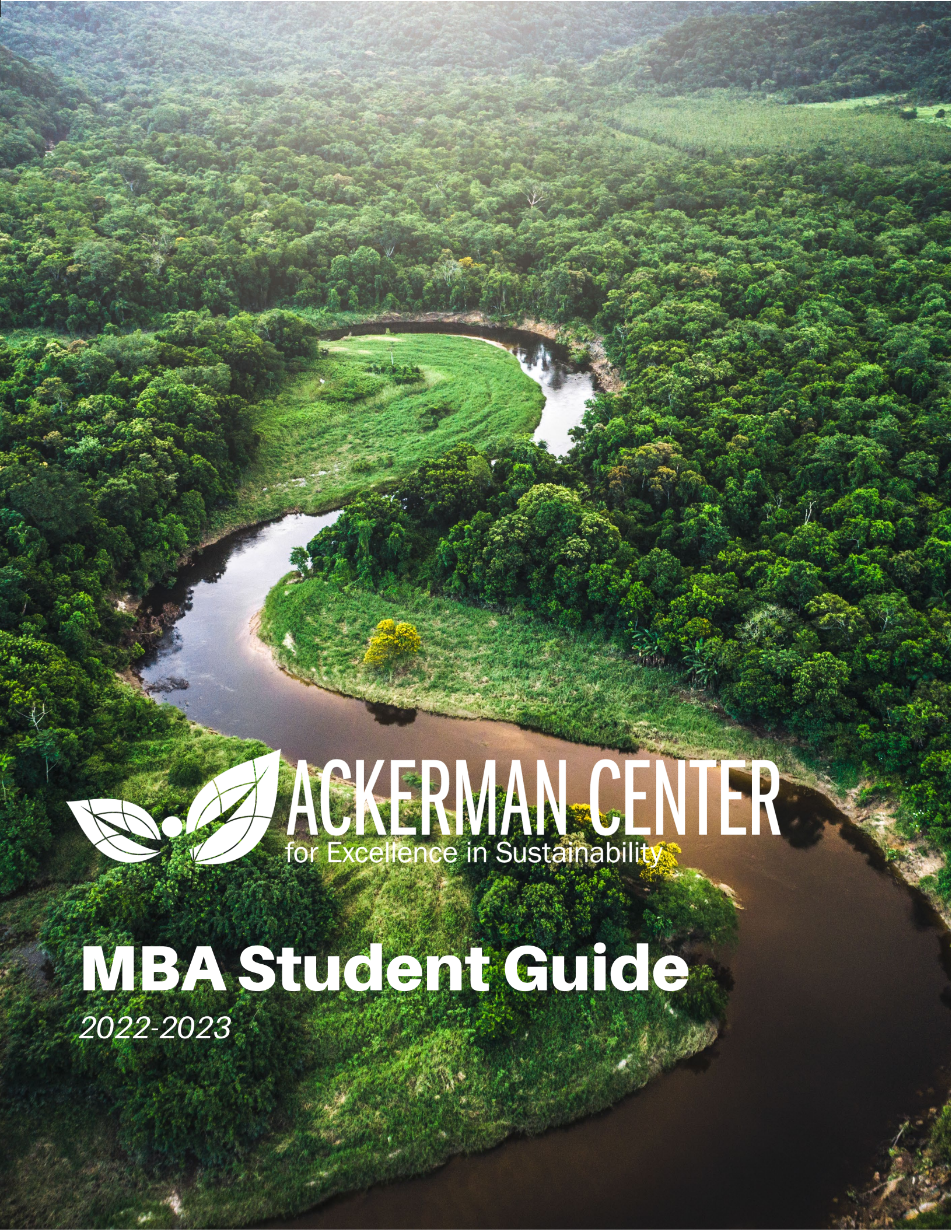

ACKERMAN CENTER
for Excellence in Sustainability

# MBA Student Guide

*2022-2023*

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# Ackerman Center for Excellence in Sustainability (ACES) Overview

## Mission

The Ackerman Center for Excellence in Sustainability drives responsible thought leadership and inspired action to accelerate progress in social and environmental sustainability through innovative and profitable business solutions. We accomplish this by engaging with and connecting stakeholders to empower students, faculty and businesses to create impactful solutions, strengthen resiliency and identify breakthrough opportunities.

## World-Class Curriculum

UNC's Kenan-Flagler Business School is ranked one of the top business schools in the world for sustainable enterprise education. Sustainable enterprise electives are integrated into the undergraduate, full-time and executive MBA programs, preparing students and executives for careers in which knowledge of sustainability concepts and strategies enhance their skills as managers and business leaders.

## MBA Sustainable Enterprise Concentration

The enrichment concentration applies across functions and industries and complements other career concentrations. Students learn how to apply strategies that help companies pursue a triple bottom line.

- Kenan-Flagler offers over 18 MBA courses in sustainable enterprise (SE).
- Forty-nine full-time MBA students in the class of 2021 graduated with the SE concentration.
- Kenan-Flagler has a strong network of over 800 Sustainable Enterprise alumni working around the world in every industry and function.

## MBA Net Impact Club

Net Impact is a national student organization supporting social and environmentally responsible business. UNC's MBA Net Impact chapter is a Gold level chapter and boasts one of the largest and most active Net Impact Clubs in the world.

## Energy Club

UNC Kenan-Flagler Energy Club exists to provide MBA students with the skills, knowledge and connections necessary to compete for top energy industry jobs and internships and enhance their value in the workplace. UNC's Kenan-Flagler Energy Club is comprised of 60+ MBA students who are passionate about energy.

## Speakers and Events

ACES hosts speakers and regional events like the Careers with Impact Forum, UNC Clean Tech Summit, and FoodCon – an event that is hosted each year at one of our premiere North Carolina Universities – UNC, Duke and NC State.

## Student Competitions

Kenan-Flagler hosts schools from around the world for the LIFT Challenge and the Invest for Impact competition .ACES also sponsors the MBA Impact Investment Network Training (MIINT).

## Leadership Team

Olga Hawn, PhD
Faculty Director

Jeff Mittelstadt
Executive Director

Tracy Triggs-Matthews
Associate Director

Mary Kay Lemon
Program Manager

# Sustainability in Practice (Experiential Learning Opportunities)

One of the ACES's primary objectives is to provide action-based, experiential learning opportunities to Kenan-Flagler students in the practice of sustainable enterprise. ACES works with partner organizations and companies to identify and leverage competitive advantage through sustainable enterprise strategies and practices.

### Launching Investment for Future Transformation (LIFT) Challenge

The Ackerman Center for Excellence in Sustainability's Launching Investment for Future Transformation (LIFT) with Bank of America calls on students from around the world to develop blended finance strategies to drive true triple bottom line sustainability – simultaneously addressing the most pressing environmental, social and economic challenges of our time.

### Invest for Impact Competition

A student-led competition that brings together MBA students from around the world, real impact-focused startups and investing professionals to assess the social and environmental impacts of the venture, the financing impacts and how impact will be measured.

### Relevant Research

ACES actively pursues and promotes a rigorous applied research agenda. We support faculty and student research projects in sustainable enterprise across the areas of strategy, marketing, finance and entrepreneurship. We work with faculty, students and other research partners to develop and publish case studies, technical papers, models and reports.

### Research Priorities

ACES' research centers on innovation and design for sustainable enterprise; financial metrics and models for assessing and measuring sustainability; economic development with a focus on local North Carolina communities; and leadership and corporate governance for responsible and competitive business.

### Renowned Faculty

UNC Kenan-Flagler boasts almost twenty faculty who teach in sustainable enterprise including many distinguished leaders in the area of socially and environmentally responsible business.

# Events for Academic Year 2022-2023

### Sustainability Social
**August 31, 2022, 1 0:00-2:00**
Student Union Gift Plaza

### ACES Welcome Social
**September 13, 2022, 5:00-6:30**
UNC Kenan-Flagler

### Careers with Impact Forum
**October 28, 2022**
UNC Kenan-Flagler

### LIFT Challenge
**FINALS: February 10-11, 2023**
Virtual

### MBA FoodCon
**February 16, 2022**
NC State University

### ClimateCAP
Hosted by McCombs School of Business
**February 24-25, 2023, Austin, TX**

### 2022 UNC Clean Tech Summit
**March 27-28, 2023**
UNC Friday Center

### UNC Sustainability Awards and ACES Concentration Graduation
**April 28, 2023**

Save the dates now and check the school-wide events calendar for additional details.
Join the ACES Facebook and LinkedIn pages to get updates on events.

# World-Class Faculty

## Faculty: Tenured and Tenure-Track

### Yasser Boualam
*Assistant Professor of Finance*
MBA (#TBD) Sustainable Finance

### Vinayak Deshpande
*Associate Professor and Area Chair of Operations*
MBA 713 Sustainable Operations

### Nick Didow
*Associate Professor of Marketing*
*Director, STAR Program*
STAR MBA 880P

### Isin Guler
*Associate Professor of Strategy & Entrepreneurship and Sara Graham Kenan Scholar*
MBA 828C Strategic Innovation

### Olga Hawn
*Associate Professor of Strategy & Entrepreneurship*
*Sustainability Distinguished Fellow*
*Faculty Director, Ackerman Center for Excellence in Sustainability*
MBA 831C Strategy & Sustainability (Core Ethics, Corporate and Individual Responsibility)
MBA 870-003 Global Immersion, Sustainability and Social Entrepreneurship

### Jim Johnson
*William R. Kenan Distinguished Professor of Strategy & Entrepreneurship*
*Director, Urban Investment Strategies Center*
MBA 824 Management of Workplace Diversity

## Faculty: Clinical and Adjunct

### Stephen Arbogast
*Professor of the Practice of Finance*
*Director Kenan-Flagler Energy Center*
MBA 790B, The Energy Value Chain

### Jeanne Milliken Bonds
*Professor of the Practice of Impact Investment and Sustainable Finance*
MBA824: Management of Workplace Diversity and MBA850A: New Urbanism

### Robert Caldwell
*Professor of the Practice of Finance*
*President Duke Energy Renewables*
*SVP Business Development at Duke Energy*
MBA 833, The Business of Alternative Energy

### Sharon Cannon
*Clinical Professor of Management and Corporate Communication*
MBA803G: Gender and the Workplace

### Lee Coker
*Professor of the Practice of Strategy & Entrepreneurship*
*Principal, Fourth Factor Advisors*
MBA 820, ESG & Impact Investing: Essential Skills

### Mat Despard
*Associate Professor, UNC Greensboro Department of Social Work*
*Faculty Director, Social Policy Institute at Washington University*
MBA 866C, Social Innovation & Financial Inclusion

# Faculty: Clinical and Adjunct

## Paul Holshouser

*Professor of the Practice of Finance*
*Senior Director of Project Finance, Distributed Sun*
MBA 790A, Renewable Energy: Project Development and Finance (Seminar)

## Drew Jones

*Clinical Professor of Strategy & Entrepreneurship*
*Co-Director at Climate Interactive*
MBA 833A, Systems Thinking for Sustainable Enterprise (Seminar)

## Stephanie Mahin

*Clinical Assistant Professor of Management and Corporate Communication*
MBA 803A, Corporate Communication: Social Advocacy & Activism
MBA 804M: Corporate Reputation Management

## Chris Wedding

*Professor of the Practice of Strategy & Entrepreneurship*
*Managing Director, IronOak Energy Capital*
*Founder and Chief Catalyst, Entrepreneurs for Impact*
*Creator, Climate Torch podcast*
*Writer, ZERO: Climate Finance*
MBA 833D, Sustainability Reporting and Certification (Seminar)

# Concentration: Sustainable Enterprise

For over 20 years, the UNC Kenan-Flagler Sustainable Enterprise program has prepared students to lead and strategically approach social, environmental and governance challenges. With innovative and wide-ranging course topics, the Sustainable Enterprise curriculum is structured to give students the tools and understanding of the latest thought leadership in the sustainability space. In addition, students can expect to find well-established extracurricular opportunities, such as conferences, speaker and networking events, competitions and experiential learning programs to further engage in sustainable enterprise.

## *What is Sustainable Enterprise?*

Sustainable enterprises employ profitable strategies that approach social, environmental, and governance challenges as business opportunities. Sustainable enterprises measure success in terms of a "triple bottom line:"

- Financial profitability (profit)
- Environmental integrity (planet)
- Societal well-being (people)

** Graphic credit: Stu Hart and Mark Milstein, used in several Kenan-Flagler Business School courses, 2002.*

# Concentration: Sustainable Enterprise

The Concentration in Sustainable Enterprise course requirements are designed to enhance a student's selected career concentration with opportunities to view elective topics through the lens of sustainability. In addition to the wide range of classes in sustainable enterprise offered at UNC Kenan-Flagler, students may also take courses toward the concentration outside the business school in areas such as public policy, international studies, city and regional planning and public health.

## Concentration Requirements

To receive the Concentration in Sustainable Enterprise, students must complete a total of 9 credit hours. As part of this requirement, students may also complete an approved sustainability-focused STAR project or independent study. For more information on independent studies, please see the MBA Policy Manual. Unless otherwise noted, all courses below are 1.5 credits.

### Sustainable Enterprise Core Course in Ethics, Corporate and Individual Responsibility

- *MBA 831C, Strategy and Sustainability*

### *Sustainable Enterprise Electives (9 credits total required for class of 2024)*

- MBA 713, Sustainable Operations (2.0 credits)
- MBA 790A, Renewable Energy: Project Development and Finance
- MBA 790B, The Energy Value Chain
- MBA 803C, Corporate Communication: Social Advocacy & Activism (Class of 2023 only)*
- MBA 803G, Gender and the Workplace
- MBA 803T, Storytelling to Influence and Inspire ***(NEW!)***
- MBA 804M: Corporate Reputation Management
- MBA 820, ESG & Impact Investing: Essential Skills
- MBA 822-007 Negotiations: Gender and Race at the Bargaining Table (Class of 2023 only)*
- MBA 824, Management of Workplace Diversity
- MBA 828C, Strategic Innovation
- MBA 833, The Business of Renewable Energy (2.0 credits)
- MBA 833A, Systems Thinking for Sustainable Enterprise
- MBA 833D, Sustainability Reporting & Certification
- MBA 850A, New Urbanism, Smart Growth & Sustainable Community Development
- MBA 866C, Social Innovation & Financial Inclusion
- MBA 869C, Sustainable Finance
- MBA 870, Global Immersion on Sustainability and Social Entrepreneurship – South Korea (2.0 credits)
- MBA 899-006, Topics in Business: Sustainability-Driven Innovation ***(NEW!)***

*Not offered in 2022-2023 year.

# Sample Concentration Sequence

| YEAR ONE | | | |
|---|---|---|---|
| **Module I** | **Module II** | **Module III** | **Module IV** |
| MBA Core Curriculum | | - MBA Core Curriculum<br><br>- Electives (listed below) | - MBA Core Curriculum<br><br>- Electives (listed below) |
| **YEAR TWO** | | | |
| **Module I** | **Module II** | **Module III** | **Module IV** |
| - Sustainability Reporting & Certification<br><br>- Corporate Reputation Management<br><br>- Storytelling to Influence and Inspire<br><br>- Sustainable Finance | - Social Innovation and Financial Inclusion<br><br>- Renewable Energy: Project Development and Finance<br><br>- Storytelling to Influence and Inspire | - The Energy Value Chain<br><br>- Gender and the Workplace<br><br>- Management of Workplace Diversity<br><br>- ESG & Impact Investing<br><br>- Strategic Innovation<br><br>- Storytelling to Influence and Inspire<br><br>- Sustainable Operations | - Systems Thinking for Sustainable Enterprise (Seminar)<br><br>- The Business of Renewable Energy<br><br>- Corporate Communication: Social Advocacy & Activism*<br><br>- Global Immersion – Sustainability and Social Entrepreneurship (location TBD)<br><br>- New Urbanism, Smart Growth & Sustainable Community Development |
| Approved Independent Study or other UNC Graduate Level course | | Approved STAR Project, Independent Study or other UNC Graduate Level course | |

*Not offered in 2022-2023 year

# Contacts and Resources

### Faculty Director and Concentration Leader

Dr. Olga Hawn, Faculty Director of the Ackerman Center for Excellence in Sustainability, Sustainability Distinguished Fellow and Associate Professor of Strategy and Entrepreneurship: Olga_Hawn@kenan-flagler.unc.edu

### Ackerman Center for Excellence in Sustainability

Kenan-Flagler's Ackerman Center for Excellence in Sustainability (ACES) provides curriculum support, enrichment activities, experiential learning and career development opportunities to Kenan-Flagler students. The Center leads a number of cutting-edge programs and works closely with both the UNC Net Impact Chapter and Energy Club to enhance the MBA experience. Visit https://aces.unc.edu/ for details about sustainable enterprise courses, challenges and programs.

### Center and Career Contacts:

Jeff Mittelstadt, ACES Executive Director, Jeffrey_Mittlestadt@kenan-flagler.unc.edu
Tracy Triggs-Matthews, ACES Associate Director, Tracy_Triggs-Matthews@kenan-flagler.unc.edu
Mary Kay Lemon, ACES Program Manager, MaryKay_Lemon@kenan-flagler.unc.edu
Rachel White, Associate Director, Careers & Leadership, Rachel_White@kenan-flagler.unc.edu

# Additional Educational Opportunities

### Graduate Certificate in Innovation for the Public Good (CIPG)

CIPG courses emphasize evidence-based and creative problem-solving approaches, along with team-oriented, customer/community discovery methods that students can use to develop solutions to address pressing human concerns. The learning journey is designed to help students move their ideas into action through the intentional development of mindset, knowledge and skills that transcend any single discipline. For more information go to the Innovate at Carolina website regarding the certificate.

### Net Impact Club

One of the largest student clubs, Net Impact's mission is to build upon the UNC Kenan-Flagler tradition of leadership in sustainable business practices by providing students with education, opportunity and inspiration to drive social and environmental change. Our Net Impact chapter has received gold status for seven consecutive years from the national Net Impact organization.

Contact: Avery Portland (MBA '23) MBA Net Impact President, Avery_Portland@kenan-flagler.unc.edu

### Energy Club

The UNC Kenan-Flagler Energy Club provides students with the skills, knowledge, and connections to compete for top energy industry jobs and internships. The club's activities highlight UNC Kenan-Flagler students' value in the workplace.

Contact: Nicholas Buczacki (MBA '23), MBA Energy Club President, Nicholas_Buzacki@kenan-flagler.unc.edu

# Sustainable Enterprise Course Tracks

## Recommended Courses by Functional Area

**Sam Imende (MBA '12)**
Chief Product Officer
AfricaWorks

### Entrepreneurship

MBA803T: Storytelling to Influence and Inspire
MBA 820: ESG & Impact Investing: Essential Skills
MBA 828C: Strategic Innovation
MBA 831C: Strategy & Sustainability
MBA 833A: Systems Thinking for Sustainable Enterprise
MBA 833D: Sustainability Reporting & Certification
MBA 866C: Social Innovation & Financial Inclusion
MBA 869C: Sustainable Finance
**MBA 870: GIE, Sustainability & Social Entrepreneurship**

**Stephanie Nieman (MBA '10)**
Managing Director
Leeds Illuminate

### Finance

MBA 790A: Renewable Energy: Project Development and Finance
MBA 803C: Corporate Communication: Social Advocacy & Activism
MBA 804M: Corporate Reputation Management
MBA 820: ESG & Impact Investing: Essential Skills
MBA 828C: Strategic Innovation
MBA 831C: Strategy & Sustainability
MBA 833A: Systems Thinking for Sustainable Enterprise
MBA 833D: Sustainability Reporting & Certification
MBA 866C: Social Innovation & Financial Inclusion
MBA 869C: Sustainable Finance
MBA 870: GIE, Sustainability & Social Entrepreneurship

**Eric Insler (MBA '18)**
Internal Audit Manager
Ofi

### Global Supply Chain Management

MBA803T: Storytelling to Influence and Inspire
MBA 713: Sustainable Operations
MBA 804M: Corporate Reputation Management
MBA 820: ESG & Impact Investing: Essential Skills
MBA 828C: Strategic Innovation
MBA 831C: Strategy & Sustainability
MBA 833A: Systems Thinking for Sustainable Enterprise
MBA 833D: Sustainability Reporting & Certification
MBA 869C: Sustainable Finance
MBA 870: GIE, Sustainability & Social Entrepreneurship

# Sustainable Enterprise Course Tracks

## Recommended Courses by Functional Area

**Rachel Kaufman (MBA '07)**
Senior Director, Global Sustainability
Avantor

### Marketing

MBA 803C: Corporate Communication: Social Advocacy & Activism
MBA803T: Storytelling to Influence and Inspire
MBA 804M: Corporate Reputation Management
MBA 820: ESG & Impact Investing: Essential Skills
MBA 828C: Strategic Innovation
MBA 831C: Strategy & Sustainability
MBA 833D: Sustainability Reporting & Certification
MBA 869C: Sustainable Finance
MBA 870: GIE, Sustainability & Social Entrepreneurship

**Oyeyinka Oyelaran (MBA '14)**
Vice President
Wareham Development

### Real Estate

MBA 804M: Corporate Reputation Management
MBA 820: ESG & Impact Investing: Essential Skills
MBA 828C: Strategic Innovation
MBA 831C: Strategy & Sustainability
MBA 833: The Business of Renewable Energy
MBA 833D: Sustainability Reporting & Certification
MBA 866C: Social Innovation & Financial Inclusion
MBA 869C: Sustainable Finance
MBA 870: GIE, Sustainability & Social Entrepreneurship

# Sustainable Enterprise Course Tracks

## Recommended Courses by Field

**Tom Harvey (MBA '03)**
Head of Commercial and Industrial Channel Sales, Americas
Tesla Energy

### Renewable Energy/ Clean Tech

MBA 713: Sustainable Operations
MBA 790A: Renewable Energy: Project Development and Finance
MBA 790B: The Energy Value Chain
MBA 804M: Corporate Reputation Management
MBA 820: ESG & Impact Investing: Essential Skills
MBA 828C: Strategic Innovation
MBA 831C: Strategy & Sustainability
MBA 833: The Business of Renewable Energy
MBA 833A: Systems Thinking for Sustainable Enterprise
MBA 833D: Sustainability Reporting & Certification
MBA 869C: Sustainable Finance
MBA 870: GIE, Sustainability & Social Entrepreneurship

**Napoleon Wallace (MBA '10)**
Founding Partner, Partners in Equity
Co-Founder, ACTIVEST
Senior Fellow, Impact Investing & Inclusive Development, Frontline Solutions

### Community Economic Development

MBA 803C: Corporate Communication: Social Advocacy & Activism
MBA 803G: Gender and the Workplace
MBA803T: Storytelling to Influence and Inspire
MBA 828C: Strategic Innovation
MBA 820: ESG & Impact Investing: Essential Skills
MBA 824: Management of Workplace Diversity
MBA 831C: Strategy & Sustainability
MBA 833A: Systems Thinking for Sustainable Enterprise
MBA 833D: Sustainability Reporting & Certification
MBA 866C: Social Innovation & Financial Inclusion
MBA 869C: Sustainable Finance
MBA 870: GIE, Sustainability & Social Entrepreneurship

# Sustainable Enterprise Course Tracks

## Recommended Courses by Field

**Valerie Smith (MBA '02)**
Chief Sustainability Officer
Citi

### Corporate Social Responsibility

MBA 713: Sustainable Operations
MBA 803C: Corporate Communication: Social Advocacy & Activism
MBA 803G: Gender and the Workplace
MBA803T: Storytelling to Influence and Inspire
MBA 804M: Corporate Reputation Management
MBA 820: ESG & Impact Investing: Essential Skills
MBA 828C: Strategic Innovation
MBA 824: Managing Workplace Diversity
MBA 831C: Strategy & Sustainability
MBA 833A: Systems Thinking for Sustainable Enterprise
MBA 833D: Sustainability Reporting & Certification
MBA 866C: Social Innovation & Financial Inclusion
MBA 869C: Sustainable Finance
MBA 870: GIE, Sustainability & Social Entrepreneurship

Tina Jeffress (MBA '18)
Senior Manager, Energy & Sustainability
Panasonic North America

### ESG Reporting and Certification

MBA 803C: Corporate Communication: Social Advocacy & Activism
MBA 803G: Gender and the Workplace
MBA803T: Storytelling to Influence and Inspire
MBA 828C: Strategic Innovation
MBA 824: Managing Workplace Diversity
MBA 831C: Strategy & Sustainability
MBA 833A: Systems Thinking for Sustainable Enterprise
MBA 833D: Sustainability Reporting & Certification
MBA 866C: Social Innovation & Financial Inclusion
MBA 869C: Sustainable Finance
MBA 870: GIE, Sustainability & Social Entrepreneurship

Be sure to explore other UNC Courses in the following areas that can count toward the concentration: Public policy, Public health, City & regional planning, Law and Social work. There are also courses outside of UNC: Duke & NC State, that are available, space dependent, for students to take and that will count toward the concentration.

# MBA Net Impact Chapter

*"Net Impact goes beyond coursework and club activities. It speaks more to the orientation of our students. When you take intelligent, ambitious, team-oriented students and combine these abilities with a heightened sense of social consciousness, you are left with a future business leader capable of influencing significant and real change. Change not only within the companies that will employ them, but also within the communities where these companies operate and within the communities where our graduates reside. These are attributes we seek in both our students and our recruiting organizations."*

**—Michael Stepanek, Executive Director, Academics and Operations, MBA Programs**

UNC's Kenan-Flagler Net Impact Club serves as the career club for students interested in sustainable enterprise. The Club is a chapter of the global Net Impact organization. As one of the strongest and most active Net Impact chapters in the world, UNC's Net Impact Club organizes a wide range of events, networking opportunities and resources designed to enhance sustainability learning and facilitate professional development.

## Mission Statement

The mission of the Net Impact club is to build upon UNC Kenan-Flagler's tradition of leadership in sustainable business practices by providing students with education, opportunity and inspiration to drive social and environmental change.

## Opportunity

UNC Net Impact hosts multiple learning events across the year, including career panels, education sessions on emerging topics (e.g., impact investing, social enterprise), organizing a Green Week at UNC Kenan-Flagler and hosting an international case competition on impact investing. Moreover, UNC Net Impact helps connect students with educational events across the UNC campus and in the Triangle area.

## Education

Net Impact connects students with numerous resources to learn about sustainable business job opportunities and to meet with recruiters and practitioners. These opportunities include Net Impact's annual Careers in Sustainability Forum with 30+ practitioners and career treks in the Triangle and beyond (e.g., Burt's Bees, Counter Culture Coffee, Cherokee Investment Partners).

## Inspiration

Net Impact is driven by the passion of our members to create positive social and environmental impact within the business school and beyond. These activities include: 1) Partnering with operations at UNC Kenan-Flagler to improve sustainability within our own buildings, 2) Participating in curricular and extra-curricular opportunities to learn more about the intersections of business, social equity and environmental stewardship and 3) Supporting the Social Impact Summer Grants program targeted towards first-year MBA's that accept internships with impact-oriented organizations.

# Net Impact Leadership Team

## 2022-2023 Net Impact Board

UNC Kenan-Flagler

**Avery Portland**
President

**Libby Ballou**
Executive Vice President
VP Communications

**Vanya Agarwal**
VP Club Partnerships

**Anna Graves**
VP of Sustainability

**Jenny Skedros**
VP of Sustainability

**Peter Conway**
VP Sustainable Finance

**Ian Harten**
VP Careers with Impact

**Johanna Wassermann**
VP Learning & Development

**Lauren Milazzo**
VP Learning & Development

**Kelsey McKenna**
VP Impact Investing - MIINT

**Neil Kumar**
VP Impact Investing – Invest for Impact

**Alexis Philbrick**
VP of Diversity, Equity & Inclusion

**Grace Reynolds**
VP Corporate & Alumni Relations

# UNC Kenan-Flagler Energy Club

## Mission Statement

UNC's Kenan-Flagler Energy Club exists to provide MBA students with the skills, knowledge and connections necessary to compete for top energy industry jobs and internships and enhance their value in the workplace. The UNC Kenan-Flagler Energy Club is comprised of 80+ MBA students who are passionate about energy.

## Energy 101 Series

The Energy club presents lunchtime or evening sessions with professors or professionals to introduce students to the many segments and career opportunities within the energy industry.

## Career Treks

Each year, the Energy Club plans a career trek(s) to selected cities to visit top companies related to the energy industry. Cities visited in the past include San Francisco, Washington DC, Charlotte and Raleigh. The treks are meant to educate students about companies in the energy space and provide opportunities for them to network with potential employers.

## Shadow Days

This pilot program offers opportunities for students to visit a company in the energy or related industries and shadow one or more employees to learn about what their career entails and learn about the company culture and work environment.

## Energy Club Competitions

UNC's Kenan-Flagler Energy Club has historically sent student teams to participate in the following energy competitions for MBA students:

*Renewable Energy Case Competition - University of Michigan Ross School of Business - Ann Arbor, MI*

The RECC is usually held in January. Student teams comprised of 5 members are typically given 4-7 days to prepare a deliverable for a case that involves renewable energy. The competition is comprised of MBA student teams from twelve top business schools around the country.

*National Energy Finance Competition - University of Texas McCombs School of Business - Austin, TX*

*Energy in Emerging Markets Case Competition – Duke University's Fuqua School of Business – Durham, NC*

## Speaker Panels

Speaker panels about a range of energy related topics are held throughout the year providing students access to the perspectives of top management and thought leaders in the energy industry. Recent speakers included executives from Bank of America, Duke Energy, Strata Solar and Siemens.

## Get Involved!

If you are a student and want to participate on a team or receive information about club events and energy-related internships and job postings, sign up for our mailing list. To join, send an email to: MBAenergy@kenan-flagler.unc.edu.

# Energy Club Leadership Team

## Meet the 22-23 Energy Club Board

**President**
Nicholas Buczacki
NextEra Energy Resources
*Nicholas_Buczacki@*

**Learning & Development**
Eliza Henderson
Piper Sandler
*Eliza_Henderson@*

**Diversity & Inclusion**
Elena Tamayo
TBD
*Elena_Tamayo@*

**Communications & Technology**
Oliver Zafar
Solomon Partners
*Oliver_Zafar@*

**Finance**
Timothy Leyden
Bank of America
*Timothy_Leyden@*

**Career Mentorship**
Darby Casey
Duke Energy
*Darby_Casey@*

**Corporate Relations**
Parker Bly
ScottMadden
*Parker_Bly@*

**Treks - Oil & Gas**
Iza Noor
Credit Suisse
*Iza_Noor@*

**Treks - Renewables**
Eason Warren
TBD
*Eason_Warren@*

**Marketing & Outreach**
Leon Horton
Phillips 66
*Leon_Horton@*

**Club Engagement**
Ian Harten
TBD
*Ian_Harten@*

**Alumni Relations**
Brian Severson
Amazon
*Brian_Severson@*

Club Title, Name, Summer 2021 Internship, and *e-mail*
**all emails end in @kenan-flagler.unc.edu*

# Sustainability in Practice: Experiential Learning Opportunities

## Turner MIINT – MBA Impact Investing Networking & Training

The Turner MBA Impact Investing Network & Training (MIINT) was started at the Wharton School to introduce or supplement impact investing curricula at top-MBA programs from around the world. UNC Kenan-Flagler has been a participant in MIINT since 2015, with student interest growing immensely over time.

MIINT is conducted virtually throughout the year and culminates in a final investment pitch competition at Wharton during the spring. In 2019, the winning team secured a $50,000 investment for the business they represented. The detailed instruction modules and an assigned mentor ensure that key impact investing concepts are absorbed, while participation in the program gives you access to a huge network of impact investing professionals, academics and like-minded students.

The program involves roughly eight online lessons spanning October through March, with a deliverable assigned at the end of each session to give teams an opportunity to put their acquired skills to use. Deliverables are submitted by the entire team, making it a low-pressure environment to develop or sharpen your impact investing skills and knowledge. Assignments include the development of an investment thesis, sourcing of potential investments, due diligence and a final investment pitch.

Student participation in MIINT is free and the skills obtained provide a great foundation for success in UNC's Invest for Impact competition, VCIC and any other sustainability course or competition.

**For more information:** visit MIINT.

# Launching Investment for Future Transformation (LIFT)

## Overview

Using blended finance to address the United Nations' (UN) Sustainable Development Goals (SDGs), if done correctly and inclusively, can drive social equity, social justice and economic mobility for underserved communities everywhere.

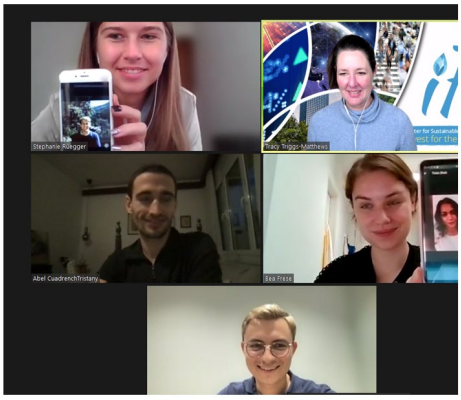
The Ackerman Center for Excellence in Sustainability's Launching Investment for Future Transformation (LIFT) with sponsorship from Bank of America, calls on students from around the world to develop blended finance strategies to drive true triple bottom line sustainability – simultaneously addressing the most pressing environmental, social and economic challenges of our time. The world is experiencing monumental challenges; from climate change to the lack of access to clean water and sanitation, from the need for affordable housing to sustainable energy and infrastructure. The impacts from these challenges have been disproportionate, affecting the most vulnerable, underserved populations and communities.

We can tackle these complex sustainability issues in a manner that advances social equity, justice and economic mobility. Blended finance will help us do this successfully! We need unique solutions that combine multiple finance and investment mechanisms to support innovation from and for all stakeholders.

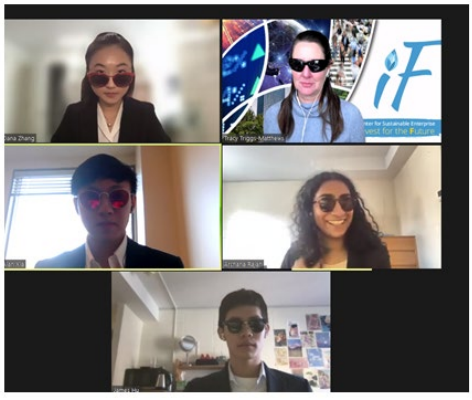
We invite student teams to pitch ideas in line with the UN SDGs and identify untapped opportunities and bridge gaps to solve social inequities and create opportunities for economic mobility. There is no single path in the fight for social justice and equitable economic opportunity. The world needs ideas for all sectors, topics and regions. No matter where you are from, teams can pitch solutions for high-income countries, low-income countries, and everything in between. Fill out the student interest form here.

Create a team of 3-5 students and submit your best blended finance solution for a chance to win a share of $15,000 in prizes, make powerful connections, and help change the world.

Finals will take place virtually on February 10-11, 2023.



LIFT 2022 Winners, St. Galen University



LIFT 2022 Winners, NY Stern

## STAR (Student Teams Achieving Results)

UNC Kenan-Flagler's Student Teams Achieving Results program, STAR, sends teams of top MBAs and BSBAs to build comprehensive and actionable strategies for corporations and not-for-profits seeking to strengthen their global competitiveness. STAR teams receive academic credit for their four-month engagement and are guided by both a faculty advisor and an executive from the client organization.

STAR projects are of three types – STAR USA, STAR Global and STAR Virtual. Teams of UNC Kenan-Flagler MBAs and BSBAs work with their clients to develop strategies for growth and profitability. To participate in STAR students must complete the Consulting Skills and Frameworks course before or concurrently to the STAR project.

For more information and to apply visit STAR.

## StartUp-UNC

Startup UNC (formerly Launch the Venture) is a new ventures course designed to help students, faculty, staff and alumni take a business idea or scientific innovation to market. The course starts by assessing the nascent ideas and technologies from the perspective of customer need, product-market fit, competition and value proposition. Using a lean startup approach, teams get to a go/no-go decision by the end of Mod 2 (December). Teams moving ahead will develop a strategic roadmap and financial plans for launching the business in Mods 3 and 4.

The four StartUp-UNC course overviews can be found ***here.***

For more information: ***visit StartUp-UNC***.

## Graduate Certificate in Innovation for the Public Good

The Carolina Graduate Certificate in Innovation for the Public Good (CIPG) gives masters and doctoral students an educational pathway to explore modern changemaking and practice the skills they need to help create meaningful change in the world. The certificate is sponsored by three academic units: the College of Arts and Sciences, Gillings School of Global Public Health, and the School of Education.

CIPG provides students from any department with the mindset, tools and methods they need to work effectively across disciplines to solve complex problems. By earning the certificate, students become skilled in methods that they can apply to their doctoral or thesis research. CIGP also equips them with career-ready skills that they can use when working on multi-disciplinary teams in businesses, non-profits and government agencies that increasingly demand the ability to apply cross-sector, community-engaged practices.

The certificate provides graduate-level training that teaches students how to:

- Focus innovation designs around the voices, experiences, wishes and aspirations of those affected by the innovation.
- Develop an understanding of their own experiences, intentions, strengths, limitations, motivations and biases as changemakers.
- Identify, define and analyze problems.
- Recognize opportunities, challenges and the assets of communities.
- Generate optimal solutions by applying social innovation in practice.
- Understand how the context of problems and imagined solutions affects the way innovations are designed and implemented.
- Recognize and assess the strengths and limitations of various social innovation approaches – and identify which are most appropriate in specific contexts.
- Engage stakeholders in the co-design, implementation, evaluation and adaptive learning associated with an innovation.
- Build and maintain collaborations and partnerships in support of shared mission over time.

For more information and to apply: Here

# Careers in Sustainable Enterprise

## How to Get the Most Out of Career Resources

### 1. Sign up for the Net Impact list-serve and Attend their Career focused events

To learn about opportunities from the Net Impact Club and The Ackerman Center for Excellence in Sustainability, send an email to netimpactunc@gmail.com and ask to be put on the Net Impact listserv.

### 2. Sign up for the Net Impact or Energy Club list-serves

To receive weekly updates which include events, career resources and opportunities.

### 3. LinkedIn and Facebook groups

Join the LinkedIn group: UNC Kenan-Flagler Ackerman Center for Excellence in Sustainability

Join the Facebook group: UNC Kenan-Flagler Ackerman Center for Excellence in Sustainability

### 4. Set up a meeting with your Career and Leadership Associate Director

Rachel White, Careers and Leadership Associate Director will help you define your Sustainability and Energy career interests.

Contact: *Rachel_White@kenan-flagler.unc.edu*

### 5. Speak to a Peer Career Mentor

All Peer Coaches are trained to work with students interested in sustainable enterprise. Meet with a Career Mentor in your functional area to discuss how to apply your expertise in sustainability to your career pursuits.

### 6. Set up individualized career path meeting with ACES

Tracy Triggs-Matthews, ACES's Associate Director can advise you on career strategy as well as connect you to the broad network of alumni and experts. Contact: *ttm@unc.edu*

### 7. People to follow on twitter for jobs and announcements:

Katie Kross @Katie_Kross Kenan-Flagler MBA Aluma

Dr. Mrim Boutla @PurposeU

Ellen Weinreb @SustainableJobs

## Careers with Impact Forum

A day long forum of panels and networking events organized by the UNC Net Impact Club that gives students information about different career paths, functions and industries in the field of sustainable enterprise.

Kenan-Flagler Alumni are making an impact at:

- Acumen Fund
- B Lab
- Bank of America
- Bill & Melinda Gates Foundation
- Burt's Bees
- Cherokee
- Citi
- Clean Air Action Corporation
- Deloitte Consulting
- Duke Energy
- Education Pioneers
- Ford Motor Company
- GE Leadership Rotational Program
- GlaxoSmithKline
- GlobalGiving
- IBM
- iContact
- Intel
- Interface Flooring, Inc.
- Investors' Circle
- Johnson & Johnson
- KIPP (Knowledge is Power Program)
- KPMG, Sustainability Services Group
- McKinsey & Co
- MegaWatt Solar
- Mercy Housing
- National Park Service
- Natural Resources Defense Council
- NextEra Energy Resources
- The North Highland Company
- PwC
- Proctor & Gamble
- Reebok
- RTI International
- ScottMadden Associates
- Self-Help
- SJF Ventures
- Southern Energy Management
- Starbucks
- Strata Solar
- Sustainable Value Partners
- Teach for America
- Timberland
- USAID
- Walmart
- World Wildlife Fund

*and many other companies...*

# Stacia L. Wood Social Impact Summer Grant Program

The Stacia L. Wood Kenan-Flagler Social Impact Summer Grants (SISG) provide financial support to MBA students utilizing business skills during their summer internship within organizations that make a positive social impact.

The grants supplement the salaries of UNC Kenan-Flagler MBA students who take qualified positions using business core competencies in organizations that otherwise could not afford to pay for an MBA intern. Students will enhance the capacity of the host organization to make a long-term positive impact on the community and/or industry while also raising awareness about social and environmental impact strategies at UNC Kenan-Flagler.

The 2014-15 Net Impact Club, in partnership with the Full-Time MBA Program and the Ackerman Center for Excellence in Sustainability, launched SISG as a way to better support students interested in making a positive impact with their business careers, to demonstrate UNC Kenan-Flagler's commitment to its Core Values and to strengthen UNC Kenan-Flagler's positioning among the best sustainability focused MBA programs.

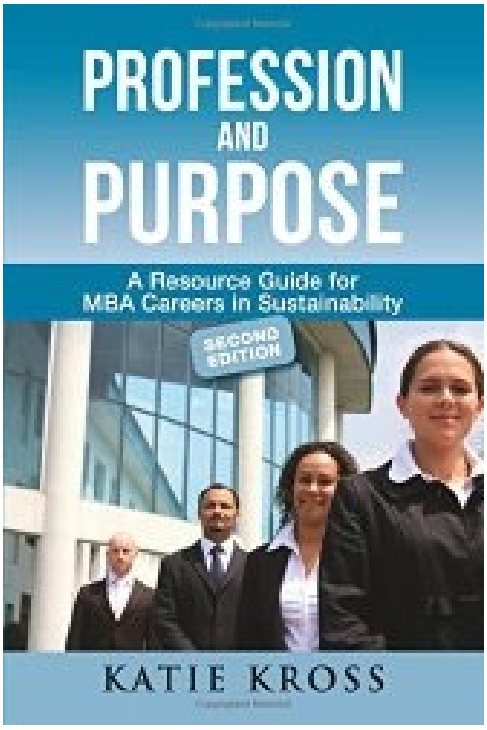
To learn more visit: SISG

Hayley Andrews, MBA 2021, received the Stacia L. Woods Social Impact Summer Grant in 2020, where she worked at the Denver office of the National Park Service.

## Job Search Advice from Katie Kross (MBA '04),

### Author of Profession and Purpose: A Resource Guide for MBA Careers in Sustainability

1. Focus your search. "Sustainability" is a big umbrella; you'll need to define what you're looking for.
2. Stay current; the field is changing quickly. Greenbiz.com and the Corporate Eco Forum's Weekly Briefing are two great sources.
3. Conduct great informational interviews with practitioners. Kenan-Flagler's alumni network is phenomenal.
4. Go to where the practitioners are. Conferences and industry events are some of the best places to network.
5. Be creative in gaining real-world experience while a student. Class projects, independent study/practicum projects and internships can build your resume.
6. Use Google Reader and job search agents to help you aggregate job openings with keyword combinations like "MBA and sustainability" or "energy and intern."




Katie also posts job openings at her blog:
www.professionandpurpose.com

# MBA Job Search Timeline for First-Year MBAs

## August: *Explore*

Welcome! Join the national Net Impact organization (http://www.netimpact.org) and the UNC Net Impact Club.

Attend Career Club/Career and Leadership events.

Look at the list of job and internship titles held by UNC Kenan-Flagler alumni in the past for ideas about what interests you.

Determine your functional area and narrow down your industry interests

Sign up to help organize the UNC Net Impact Club Careers with Impact Forum.

## September-October: *Educate Yourself*

Attend the UNC Net Impact Club Careers with Impact Forum.

Attend Fall/Winter networking opportunities.

Register for Net Impact Annual Conference.

Ask second-year MBA students about their summer internships.

Attend Career Labs for Sustainable Enterprise.

Watch webinars / if realistic attend conferences in your area of interest.

Target 20-30 organizations that interest you most.

Research, read up, use alumni database for contacts

Participate in on-campus recruiting activities (company presentations) for any companies of interest.

## November-December: *Network*

Ask for informational discussions/ interviews with alumni, second years and practitioners in the field. Find out if any of your classmates have pre-MBA work experience with your companies of interest.

Participate in on-campus recruiting activities.

Highlight class projects as opportunities to delve deeper into subjects of interest and contact relevant industry practitioners.

Complete at least one mock interview with peer career mentors to refine your interviewing skills.

## January-February: *Interview*

Begin internship interviews.

Continue building your network and conducting in- formational interviews. Follow up with contacts with whom you spoke in the fall.

Send polished, hand-written thank-you notes to contacts you've met at career events or conducted interviews with (informational or recruiting).

Interested in leadership positions with your Net Impact chapter? Run for office.

## March-April: *Decide*

Be patient if openings have not materialized yet; hiring for many sustainability-related roles often happens later in the academic year than for traditional MBA positions. If you have other offers unrelated to your sustainability interests, bargain for time.

Continue informational interviews and networking.

Participate in a sustainability-related case competition – Invest for Impact or Patagonia.

## Summer: *Perform*

Enjoy! And perform well in your internship. Set specific goals at the beginning: what would you like to accomplish?

Develop key relationships within the organization and within the sustainability community (investors, consultants, supply chain partners, etc.).

Do you want to pursue a full-time job at this company?

## Year Round: Kenan-Flagler's Alumni Database

# Online Resources in Sustainable Enterprise

## Resource Portals

- Creative Investment Research - https://www.creativeinvest.com/
- DevEx – www.devex.com
- GreenBiz – www.greenbiz.com
- Impact Measurement Project (IMP) - https://impactmanagementproject.com/
- JustMeans – www.justmeans.com
- National Association for Environmental Management – www.naem.org
- Natural Capital Coalition - https://naturalcapitalcoalition.org/
- SHIFT - http://shift.tools/
- Social Enterprise Alliance – https://socialenterprise.us/
- Sustainable Brands – https://sustainablebrands.com
- Stanford Social Innovation Review www.ssireview.org/
  UN Sustainable Development Goals (SDG's) - https://sdgs.un.org/goals
- UNC Ackerman Center for Excellence in Sustainability Research - https://ACES.unc.edu/index.php/research/

## Sustainable Business News

- 3BL CSR wire - www.csrwire.com
- 3BL Media News - https://www.netimpact.org/3bl-media-news
- Ecosystem Marketplace – www.ecosystemmarket-place.com
- Environmental Finance – www.environmental-finance.com
- Environmental News Network – www.enn.com
- Reuters Sustainable Business – https://www.reutersevents.com/sustainability/
- GreenBiz – www.greenbiz.com
- Grist – www.grist.org
- ReportAlert – www.reportalert.info
- SocialFunds.com – www.socialfunds.com
- Sustainable Business News – www.sustainable-business.com
- WRI's Development through Enterprise – www.nextbillion.net

## Indices & Sustainability Reports

- Calvert US Large-Cap Core Responsible Index Fund - https://www.calvert.com/Calvert-US-Large-Cap-Core-Responsible-Index-Fund-CISIX.php
- Dow Jones Sustainability Index – https://www.spglobal.com/esg/csa/indices/index
- FTSE4Good Index Series - https://www.ftserussell.com/products/indices/ftse4good
- Global 100 Most Sustainable Corporations – www.global100.org
- Global Reporting Initiative (GRI) Corporate Reports – www.globalreporting.org

## Organizations

- Carbon Disclosure Project - https://www.cdp.net/en
- Climate Disclosure Standards Board - https://www.cdsb.net/
- BCorps - https://bcorporation.net/about-b-corps
- Business for Social Responsibility (BSR) – www.bsr.org
- CERES – www.ceres.org
- Forum Ethibel - www.forumethibel.org/
- Global Impact Investing Network - https://thegiin.org/
- Global Steering Group for Impact Investment (GSG) - https://gsgii.org/
- Integrated Reporting (IR) - https://integratedreporting.org/
- International Finance Corporation (IFC) -
- Net Impact – www.netimpact.org
- Organization for Economic Cooperation and Development (OECD) - http://www.oecd.org/
- Principles for Responsible Investment (PRI) - https://www.unpri.org/
- Social Value International - https://socialvalueint.org/
- Sustainability Accounting Standards Board - www.sasb.org
- UNC Three Zeros – https://threezeros.unc.edu/
- U.S. Business Council for Sustainable Development (USBCSD) – www.usbcsd.org
- U.S. EPA Center for Corporate Climate Leadership – https://www.epa.gov/climateleadership
- World Benchmarking Alliance - https://www.worldbenchmarkingalliance.org/
- World Business Council for Sustainable Development (WBCSD) – www.wbcsd.org
- World Resources Institute – www.wri.org
- Zunia – www.zunia.org

# Job Posting Websites: Sustainability-Related Opportunities

Highlighted sites are best general job search resources

| Organization | Website | GENERAL SUSTAINABILITY | CSR | ENVIRONMENTAL | INTERNATIONAL DEVT. | ENERGY | NON-PROFIT | OTHER |
|---|---|---|---|---|---|---|---|---|
| Acre | http://www.acre-resources.com/ | x | x | x | | | | x |
| AlertNet – Jobs in Aid | http://www.trust.org/alertnet/jobs/ | | | x | x | | x | |
| Allen & York Sustainable Recruitment | http://www.allen-york.com/ | x | x | x | | x | | |
| American Wind Energy Association – Job Board | http://www.careersinwind.com/ | | | | | x | | |
| Boston College: Center for Corporate Citizenship | http://www.bcccc.net/index.cfm?pageId=2021 | x | x | x | | | | |
| Bridgestar – Nonprofit Job Board | http://www.bridgestar.org/Home.aspx | | | | | | x | |
| Bright Green Talent | http://brightgreentalent.jobamatic.com/a/jobs/find-jobs | x | | x | | | | |
| **Business for Social Responsibility (BSR)- CSR Jobs Listing** | **http://bsr.org/resources/jobs/index.cfm** | **x** | **x** | | | | | |
| Careers United | http://www.careersunited.org/ | | | | x | | x | |
| Chronicle of Philanthropy – Philanthropy Careers Center | http://philanthropy.com/jobs/ | | | | | | x | |
| Community College Sustainability Collaborative | http://ccsustain.wordpress.com/2013/10/22/finding-a-job-in-sustainability-a-resource-list/ | x | x | x | x | x | x | x |
| Corporate Citizenship Briefing – CSR Jobs Board | http://www.ccbriefing.com/page/jobs | x | x | | | | | |
| Council on Foundations – Career Center | http://www.cof.org/programsandservices/jobs/index.cfm?navItemNumber=14858 | | | | | | x | |
| Creative Investment Research, Inc | http://www.creativeinvest.com/cirm101.html | | x | | | | | x |
| Development Aid | http://www.developmentaid.org/index | | | | x | | x | |
| DevNet Jobs – International and Consulting Opportunities | http://www.devnetjobs.org/ | x | x | x | x | x | x | x |
| Eco-Business | http://www.eco-business.com/jobs/ | x | x | x | x | x | | x |
| EcoEmploy | http://www.ecoemploy.com | | | x | x | | | |
| Energy Job Search | http://www.energyjobsearch.com | | | | | x | | |

| Organization | Website | GENERAL SUSTAINABILITY | CSR | ENVIRONMENTAL | INTERNATIONAL DEVT. | ENERGY | NON-PROFIT | OTHER |
|---|---|---|---|---|---|---|---|---|
| Environment Jobs UK | http://www.environmentjob.co.uk | x | | x | | | | |
| Environmental Career Center | http://environmentalcareer.com | | | x | x | | | |
| Environmental Career Opportunities | http://www.ecojobs.com | | | x | | x | | |
| **Ethical Performance – CSR & SRI Job Board** | **http://ethicalperformance.com/recruitment/index.php** | **x** | **x** | | | | | |
| Euro Brussels | http://www.eurobrussels.com/index.php | | | | x | | | |
| Exec Searches Nonprofit Job Board | http://www.execsearches.com | | | | | | x | |
| Foundation Center – Nonprofit Jobs | http://foundationcenter.org/pnd/jobs/ | | | | | | x | |
| Global Impact Investing Network | http://jobs.thegiin.org/ | x | x | | x | | | |
| Global Focus | http://www.globalfocus.org.nz/index.php?page=DevelopmentJobs&jobSector=0&country=0 | | | | x | | | |
| Green Business Jobs – International | http://www.kaufda.de/Umwelt-Jobs/jobs/Green-Jobs-international/ | x | | x | x | x | | |
| Green Dream Jobs | http://www.sustainablebusiness.com/jobs/ | x | | x | | | | |
| Green Energy Jobs | http://www.greenenergyjobs.com | | | | | x | | |
| GreenBiz.com - JobLink | http://www.greenbiz.com/jobs/viewjobs.cfm | x | | x | | | x | |
| GreenJobs | http://www.greenjobs.com/ | | | | | x | | |
| Grist – green jobs board | http://jobs.grist.org/ | x | x | x | x | x | x | x |
| Idealist | http://www.idealist.org | | | | x | | x | |
| Inter Action/Monthly Developments | http://monthlydevelopments.org/jobs | | | | x | | | |
| International Assoc. of Business Communicators | http://jobs.iabc.com | | x | | | | | x |
| International Development Jobs | http://www.devex.com/ | | | | x | | | |
| **JustMeans** | **http://www.justmeans.com/jobsearch** | **x** | **x** | | | **x** | **x** | |
| LifeWorth | http://www.lifeworth.com | x | x | | | | | |
| MBAs without Borders – Job Openings | http://www.jobtarget.com/c/search_results.cfm?site_id=704 | | | | x | | x | |
| MMB & Associates (CSR job recruiter) | http://www.marthamontagbrown.com/searches.html | x | x | | | | | |

| Organization | Website | GENERAL SUSTAINABILITY | CSR | ENVIRONMENTAL | INTERNATIONAL DEVT. | ENERGY | NON-PROFIT | OTHER |
|---|---|---|---|---|---|---|---|---|
| More Than Money Careers | http://morethanmoneycareers.com/ | x | x | x | x | x | x | |
| National Association of Development Organizations | http://www.nado.org/jobs/ | | | | | | x | x |
| National Association for Environmental Management | http://www.ehscareers.com/ | | | x | | | | x |
| Net Impact – Career Center | http://netimpact.org/careers | x | x | | | | x | |
| Nonprofit Careers Job Bank | http://www.nonprofitcareer.com/ | | | | | | x | |
| NonProfitOyster | http://www.nonprofitoyster.com | | | | | | x | |
| Oneworld.net jobs | http://www.oneworld.net/jobs | x | | x | x | | | |
| Opportunities in Public Affairs | http://www.brubach.com | | | | | | | x |
| Opportunity Knocks | http://www.opportunitynocs.org | | | | | | x | |
| REDF Fellows program | http://redf.org/who-we-are/careers/ | | | | | | x | |
| ReliefWeb | http://reliefweb.int/jobs | | | | x | | | |
| Renewable Energy Access - Job Listings | http://www.renewableenergyworld.com/rea/careers | | | | | x | | |
| Reuters AlertNet | http://www.trust.org/alertnet/jobs/ | | | | x | | | |
| Stop Dodo | http://www.stopdodo.com/aboutus.asp | | | x | | x | x | |
| Sustainability Recruiting with Ellen Weinreb | http://www.ellenweinreb.com/ | x | x | | | | | |
| The Forum for Sustainable and Responsible Investment | http://www.ussif.org/ | x | x | | | | | x |
| The Environmental Organization Web Directory | http://www.webdirectory.com/Employment/ | | | x | | | | |
| Tides Foundation | http://www.tides.org/about/jobs/ | | x | | | | x | |
| Treehugger | http://jobs.treehugger.com/ | x | | x | | x | x | |
| US State Dept List of International Vacancies | http://www.state.gov/m/fsi/tc/79765.htm | | | | x | | | |