



Job Description
Nestlé Waters North America (NWNNA)
Director Corporate Citizenship
Greenwich, CT

Vision for NWNNA Corporate Citizenship

We aspire to be a leader in corporate citizenship by collaborating with stakeholders to operate in an economically, socially and environmentally sustainable manner, and to be transparent and accountable for our actions.

Position Overview

The Director's primary objective is to improve NWNNA's overall business performance while meeting or exceeding the expectations of the company's external stakeholders and of society.

The Director serves as catalyst and collaborator, working closely with senior management and employees at all levels and across major functional divisions to embed corporate citizenship strategies into NWNNA's businesses and related core processes. The Director also serves as the company's primary corporate citizenship contact for external organizations and within the Nestlé company. The Director reports to the Vice President Corporate Affairs.

A primary function of this position is to ensure that stakeholders' perspectives, ideas, and concerns are heard and incorporated into key areas of NWNNA's operations, including but not limited to:

- 1) **Environmental sustainability** (especially recycling, packaging, water resources, and energy/emissions)
- 2) **Stakeholder engagement** (especially NGO's, thought-leaders, corporate campaigners, customers, and strategic partners)
- 3) **Community relations** (especially local plant/spring communities; disaster relief/partners; and contributions of money, product and staff time)
- 4) **Reporting & transparency** (particularly through creation and communications of NWNNA's biennial Corporate Citizenship report)

Responsibilities

Ensure that NWNNA's citizenship programs contribute meaningful, innovative strategies that support our business goals and objectives.

1. Environmental Sustainability Vision and Strategy

- Provide compelling vision and leadership to drive NWNNA's sustainability efforts
- Focus on: recycling and packaging, water, energy/emissions
- Work with and incorporate ideas from the leading sustainability thinkers and organizations
- Develop strong, effective working relationship with CEO, Executive team, supply chain, retail and HOD teams to integrate and drive initiatives to success
- Focus on activities that support the bottom line/financial case, wherever possible

- Communicate NWNA best practices and sustainability story to wide audience of stakeholders, working in tandem with retail, Corporate Affairs, and agency teams

2. Stakeholder Engagement

- Identify and keep NWNA employees and management abreast of changing stakeholder perceptions of our company's impacts and responsibilities in the workplace, industry, environment and the community. Special focus on above four topics.
- Provide strategic direction to NWNA's stakeholder engagement efforts, with particular emphasis on NGO's, thought-leaders, local communities and corporate campaigners. Goals: 1) "Turn down volume" of campaigner groups; 2) build NWNA strategic advantage by facilitating constructive relationships with collaborative stakeholders.
- Represent & communicate NWNA's corporate citizenship efforts, challenges and accomplishments to external stakeholders through speaking engagements, communications, and convenings.
- Facilitate and guide relationship development between NWNA leadership and key external stakeholders and organizations.

3. Community Relations

- Collaborate with Director of External Communications to lead NWNA's local Good Neighbor/Community Involvement efforts, particularly through collaboration with NRM's, supply chain plant managers, and state teams. Help establish NWNA as "neighbor of choice" in existing and potential communities
- Supervise NWNA's Contributions program and staff, including cash, water and employee volunteering. Facilitate strategic planning to ensure that contributions are efficient, impactful, and supportive of NWNA business priorities.
- Supervise NWNA's disaster relief program and staff, helping the company best utilize its product to provide water resources to local and national communities in times of need. Develop and maintain collaborative relationship with NWNA logistics staff, with NGO disaster partners, and with NWNA business partners.

4. Reporting & Transparency

- Produce biennial NWNA Corporate Citizenship report.
- Continuously improve NWNA's citizenship reporting abilities, utilizing the GRI and other frameworks.
- Work with NGO and socially-responsible investors to incorporate evolving expectations, and to achieve recognition for NWNA's progress & accomplishments. Work with partners and stakeholders to identify best metrics for communicating citizenship efforts and progress.

5. Integration & Management

- Lead and build capacity of NWNA's Citizenship Team.
 - Work with executives and employees in key business functions to embed corporate citizenship perspective into our operations.

- Key actions include: consulting with partners & stakeholders to develop goals & objectives, working with internal leaders to analyze cost/benefit of various options, soliciting direction and support from executive leadership, working with cross-business teams to execute plans; developing back-end reporting on our results.
- Supervise Poland Spring Environmental Education Manager and (partially supervise) PSPS Executive Director. Provide strategic direction and budgetary oversight, mentorship. Help guide repositioning of PS Environmental Center into leading voice for PS heritage and sustainability.
- Split-supervise Associate Manager Citizenship & Internal Communications (title TBD). Provide strategic direction and budgetary oversight, mentorship. Help guide partnership development, contributions, disaster relief, and transparency/reporting initiatives managed by this employee.
- Manage the budget and strategic planning for NWNA's corporate citizenship programs and initiatives.
- Effectively collaborate with Corporate Affairs team to ensure that NWNA communications, strategies and initiatives support key business objectives and are informed by external stakeholder perspectives.

Requirements

- 10+ years in corporate communications, public relations, corporate affairs, corporate citizenship, CSR, stakeholder management, or sustainability
- 3+ years within Corporate Citizenship for a nationally recognized consumer brand
- Proven excellence in multi-stakeholder processes and dialogue
- Bachelor's (or greater) Degree in a Business, Communications, or Environmental Sciences
- Financial and budget experience, both creating and tracking budgets;
- Ability to influence and to work and interact effectively with multiple levels of organizational hierarchy, community groups, and volunteers
- Solid financial management and analytical skills
- Flexible and able to contribute effectively as part of a professional team
- Ability to effectively meet aggressive deadlines and handle multiple priorities
- Exemplary interpersonal, listening and facilitation skills
- Self-motivated and committed to excellence
- Strong strategic thinker and problem solver with exceptional written and verbal communication skills
- Experience with the media

To Apply

- Please submit resume and cover letter to the recruiter, Ellen Weinreb, via the following link: <http://www.ellenweinreb.com/UploadResume.php>
- No phone calls please.