



## China Programme Lead– 2 Years

**Location:** Remote, Beijing, Shanghai (preferred).

**Reports to:** CEO

**Direct reports:** none, but expected to build a team over time

**Hours per week:** Full time

**Type of contract:** 2-year contract, with possibility of extension

**Overtime status:** Exempt

**Salary:** Competitive, depending on experience

**Deadline:** Rolling

### Summary

ResponsibleSteel is a multi-stakeholder membership organisation founded to bring together industry along the steel value chain, civil society and other experts to maximise steel's contribution to a sustainable future. Through the collaborative development of our international standard, we have built a consensus on what sustainability looks like for steel – including the impacts of mining, production, the scrap metal supply chain, greenhouse gas emissions, water use, workers' rights, human rights, and biodiversity. Steel sites producing over 130 million tonnes of steel and employing over 230,000 workers are already certified against our Standard, with a large pipeline of sites across the world preparing for audit. We currently have over 160 members, including around 12% of global steel production. We plan to reach ISEAL Code Compliance by 2026.

### Our values

At ResponsibleSteel we work in a way that is underpinned by our common values:

**Respect:** Working together to deliver impact with passion and mutual trust, valuing our time and allowing ourselves the space to reflect, rest and recharge.

**Integrity:** Saying what we do and do what we say, taking responsibility for our own actions even when no one is looking, learning and growing as we go.

**Transparency:** Communicating clearly, honestly and openly in a timely manner in all we do

**Collaboration:** Engaging with those affected, listening to understand, and co-creating bold strategies to deliver greater impact.

## Position overview

We are seeking a dynamic China Lead to drive the adoption of ResponsibleSteel's standard and assurance programme in China. This strategic role will work with government bodies, industry associations, steel producers and the demand side to accelerate the transition to low-emission steel production through the development and implementation of the ResponsibleSteel standard and associated assurance. The successful candidate will be ResponsibleSteel's local representative in China, develop and grow the local office, and provide an important on-the-ground connection to ResponsibleSteel colleagues around the world.

## Candidate Profile

The ideal candidate is comfortable navigating complex stakeholder landscapes and building consensus among diverse groups, whilst having a sound technical understanding of steelmaking and decarbonisation. The candidate possesses cultural and linguistic fluency in both Chinese and international business contexts, with the ability to influence decision-makers at senior levels. They are passionate about combatting sustainability and climate change, and understand the critical role of heavy industry decarbonisation in achieving global climate goals.

## Key Responsibilities

- Develop ResponsibleSteel's strategy in China to drive the adoption of ResponsibleSteel Standard in China.
- Support and collaborate with Secretariat colleagues to ensure the success of the interoperability project with CISA on GHG standards and assurance, maintaining and strengthening our relationship with the China Iron and Steel Association (CISA) and relevant government agencies.
- Develop ResponsibleSteel's profile and grow its network of supportive stakeholders in China, with the support of Secretariat colleagues, establishing and strengthening relationships with Chinese steel manufacturers and downstream buyers to advocate for the ResponsibleSteel standard and assurance programmes for site and steel certification
- Maintain regular contact with the ResponsibleSteel Senior Leadership Team to ensure technical and development activities are consistent with organisational strategy.

- Monitor policy developments and industry trends in China's steel sector and carbon market and engage with relevant bodies as appropriate
- Represent the organisation at industry conferences, working groups, and policy forums
- Oversee relevant administrative responsibilities of ResponsibleSteel in China related to establishing a ResponsibleSteel subsidiary in China, book-keeping, regular filings with Chinese authorities, maintenance of the CRM, and management of the China budget.
- Develop and lead the ResponsibleSteel team in China as appropriate.

## Qualifications, Experience and Skills

### Experience:

- Bachelor's degree in Engineering, Environmental Science, Sustainability or related field as a minimum, with a Master's degree or equivalent experience, and 10+ years of experience in industry (steel, heavy industry or a downstream sector preferred)
- A good understanding of steel production processes and sustainability topics, for example carbon accounting methodologies, decarbonization technologies (hydrogen steel, electric arc furnaces, CCU, CCS), workforce welfare
- Leadership experience in standards, assurance, certification or sustainability audits
- Demonstrable commitment to working with multi-stakeholder or membership-based organisations
- Good understanding of China's environmental policies, carbon market mechanisms, and steel industry landscape
- Existing relationships with Chinese steel industry stakeholders
- Demonstrable experience in both team management/development and P&L accountability

### Competencies and skills:

- Excellent strategic, analytical, and problem-solving skills, with the ability to assess technical options and their operational implications
- Highly developed communication and facilitation skills to engage with external stakeholders
- Ability to manage multiple priorities while maintaining rigor and attention to detail
- Strong interpersonal and relationship-building skills, with the ability to engage effectively across cultures and sectors
- Ability to work both independently and collaboratively within a small, mission-driven team
- Fluency in Mandarin and English (written and spoken) and demonstrable experience of working with English-speaking stakeholders

## Other Requirements

- Location: Based in Beijing or Shanghai (preferred), with frequent travel across China (30-40%) and occasional international travel
- Work Authorisation: Must be legally authorised to work in China
- Background Check: Subject to background verification and conflict of interest screening

## Benefits

Benefits and compensation vary per region and are competitive with local prevailing employment practices.

Regardless of location, ResponsibleSteel Secretariat members enjoy the benefits of a flexible approach to working hours and location, generous annual leave, an office equipment stipend, and opportunities for mentoring, training and development.

## Hiring Statement

ResponsibleSteel is committed to building a diverse and inclusive team. We are committed to attracting, developing and retaining exceptional people, and to creating a work environment that is dynamic and rewarding and enables each of us to realise our potential. Our work environment is safe and open to all employees and partners, respecting the full spectrum of race, colour, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which you are working.

## To Apply

Please note that you must have authorisation to work in the Republic of China.

Please complete the questions in this [application form](#) and submit your cover letter, and CV to: [recruitment@responsiblesteel.org](mailto:recruitment@responsiblesteel.org)

**Interviews will be held on 28 May in Beijing.**