



Variosystems is an internationally established electronics services partner with over 30 years of expertise in developing, industrializing, producing, and managing the life cycle of electronics solutions. Serving industry leaders across sectors such as Industrial Automation, Mobility, Med Tech, Aerospace, and Defense, we are dedicated to operational excellence and innovation. Our team of over 2,500 professionals worldwide is committed to delivering high-quality, sustainable electronics solutions.

**Join our team** if you are passionate about making a difference as an

**ESG Manager – Global Role**

**Location:** Croatia (remote)

To further enhance Variosystems' commitment to ESG, we are looking for a senior global ESG representative based in Croatia to play a pivotal role in embedding ESG principles into our local and global business. You will be responsible for driving sustainability initiatives that align with our mission to provide innovative and responsible electronics solutions across diverse industries. This role will report directly to the Head of Global Quality and ESG and will collaborate closely with the ESG coordinators worldwide.

**Your Key Responsibilities:**

1. **Develop ESG Framework and Strategy:**  
Create, implement, and oversee a comprehensive ESG strategy tailored to the electronics services - development, industrialization, production, and overall life-cycle management. Participate in the preparation of carbon footprint, ESG, and/or integrated reports for Variosystems Group and represent the company at ESG industry events alongside other companies.
2. **Sustainability Integration:**  
Collaborate with representatives from Customer Success Teams, Engineering, Operations and Supply Chain to integrate ESG considerations into every stage of the product life cycle.
3. **Compliance, Reporting and Risk Management:**  
Monitor global regulations and standards related to ESG and sustainable development and ensure company-wide compliance. Develop and manage ESG metrics, reporting regularly to stakeholders, including customers, investors, and regulatory bodies. Oversee and coordinate the collection of ESG data in accordance with relevant regulations and standards for reporting and other analyses. Conduct regular ESG risk assessments to identify, assess, and mitigate potential risks. Develop and implement an ESG incident response plan to address ESG-related crises effectively.

**4. Supply Chain Responsibility:**

Work with Procurement and Supplier Quality teams to ensure all partners meet our sustainability standards, focusing on responsible sourcing and reducing environmental impact.

**5. ESG Project Management:**

Actively lead and/or participate in projects related to ESG and sustainability and track their progress. Supervise and coordinate activities related to the preparation of carbon footprint and sustainability report for Variosystems.

**6. Innovation in Sustainable Practices:**

Lead initiatives to reduce the environmental footprint of our manufacturing processes, promote energy efficiency, and enhance the recyclability of our products.

**7. Focus on Social in ESG:**

Support HR initiatives to improve employee working conditions and well-being, promote diversity, equity, and inclusion, and engage with local communities on social impact projects. Track and report on the company's social performance indicators.

**8. Stakeholder Engagement:**

Engage with customers, industry groups, and internal teams to promote Variosystems' ESG efforts, ensuring transparency and alignment with customer expectations.

**9. Training & Development:**

Develop training programs to raise awareness and understanding of ESG principles among employees, ensuring these are embedded into the company culture.

**What kind of person are we looking for?**

First and foremost, we're seeking someone who is proactive, creative, who questions how things are done, and is eager to improve it. We're looking for a broad thinker who can see the bigger picture. A willingness to learn is a significant advantage given the evolving nature of the ESG field. A person should have a diverse background encompassing engineering, consulting, project management, supply chain, and/or quality assurance.

**Qualifications:**

- Bachelor's degree
- Experience working with cross-functional teams in a global context
- Excellent communication and project management skills
- A proven track record of interacting with multiple departments and understanding complex processes
- Experience with sustainability reporting and data management
- Proficiency in English; German language is an asset
- Knowledge of relevant sustainability frameworks and standards (e.g., GRI, SDGs)
- Ability to build strong relationships with internal and external stakeholders
- Analytical and organizational skills and the ability to set clear priorities

The following are nice-to-haves for this role:

- Bachelor's degree in natural sciences/technical field or a related field
- Minimum 3 years of experience in an ESG role within manufacturing environment
- Knowledge of ESG frameworks, compliance standards, and sustainability practices specific to electronics production and life-cycle management

- Proficiency in relevant software tools (e.g., sustainability reporting software, data analysis tools)

**Why Variosystems? What do we offer?**

- Design and lead impactful ESG initiatives with a global reach
- Collaborate with international team dedicated to customer success and operational excellence
- Competitive salary and bonus package
- Work from home or the office, choose what suits you best. We value results over hours.
- Continuous learning and development are our priority, and you'll have the chance to hone your skills in the latest ESG trends
- Be part of a team that cares about its employees and the community

**Think this job is a perfect fit?**

Great! Send us your CV at [careers.croatia@variosystems.com](mailto:careers.croatia@variosystems.com), by 15<sup>th</sup> of September.

We will take the time to carefully consider all applications. Each candidate will receive a response to the email address provided in their CV, and selected candidates will be invited for an initial interview with Head of Global Quality & ESG