

Annie's Inc
Sustainability Analyst

Position Summary:

Located in Berkeley, California, Annie's, Inc. holds the Natural/Organic leadership position across brand banners Annie's Homegrown (macaroni & cheese, crackers, cookies, cereal, fruit snacks) and Annie's Naturals (dressings, condiments, BBQ sauce, flavored olive oils). The company has a long history of making great tasting, high quality, simple foods and a long standing commitment to sustainable business practices. Annie's products are distributed nationally, across channels including grocery, natural, mass merchandisers and club stores. Our mission is to *cultivate a healthier, happier world by spreading goodness through nourishing foods, honest words and conduct that is considerate and forever kind to the planet*. Our employees strive to live our mission and contribute to a better planet.

We are seeking a Sustainability Analyst who will play a key role in leading internal sustainability initiatives while also supporting the Director of Sustainability with external and supply chain-focused programs. The role will perform environmental and financial analysis, research and analysis, and will lead employee engagement projects. The Sustainability Analyst reports to the Director of Sustainability and will work internally as well as with external participants such as consultants, vendors and other stakeholders.

Qualified and local candidates can submit resumes with salary requirements to jobs@annies.com. We look forward to your submission!

Key Responsibilities:

- Build and expand upon existing employee education program, which includes an internal education series focused on sustainability issues; includes identifying and scheduling speakers (internal and external), organizing and coordination for event, and tracking results.
- Design and manage employment engagement programs to encourage employees and other stakeholders to integrate the Annie's Sustainability Framework into their daily job activities.
- Collect data and analyze key performance metrics for internal sustainability initiatives at the company, including company GHG emissions, water, waste, etc. and coordinate data collection from other departments.
- Identify additional opportunities for measurement based on industry best practice and develop systems for implementation.
- Support reporting efforts to share sustainability performance results against key metrics.
- Research and disseminate trends and best practices according to Annie's Sustainability Framework, which incorporates key environmental and social issues
- Provide content expertise and thought leadership to internal community on sustainability issues.
- Collaborate with Procurement and Brand leaders to identify key challenges and opportunities for packaging (primary, secondary and tertiary) systems from a sustainability perspective.
- Support Sustainability Director in development and implementation of programs in supply chain communities
- Support Sustainability Director with additional activities as requested, including working on special research projects, coordinating supply chain partners and providing input into strategy development.

Requirements/Skills:

- Bachelor's Degree in a related field required, MBA or relevant graduate degree preferred. A minimum of 4 years of experience working on corporate responsibility/sustainability issues within a consumer products company or as an advisor/consultant.
- Experience with and/or passion for working within the organic foods industry. Knowledge of industry marketing research resources and ability to distill substantial and complex data into key insights and relevant takeaways.
- Demonstrated excellence in understanding brand building and integrating sustainability into the company's strategy and implementation efforts.
- Excellent interpersonal, written and verbal communication skills and outstanding relationship building skills at all levels of the organization, including senior executives. Strong ability to collaborate across the organization and drive a shared agenda that recognizes and supports business needs.
- Strong analytical skills with ability to track, measure and identify business improvement solutions. Results oriented with an ability to operate multiple projects.
- Demonstrated business analysis, financial analysis, and administrative skills including proficiency with Word, Excel, Outlook, PowerPoint, and SharePoint.
- Proven ability to work in a fast-paced, changing environment, and effectively manage and meet multiple, simultaneous deadlines with minimum assistance while maintaining a sense of humor.
- Ability to travel up to 20%