

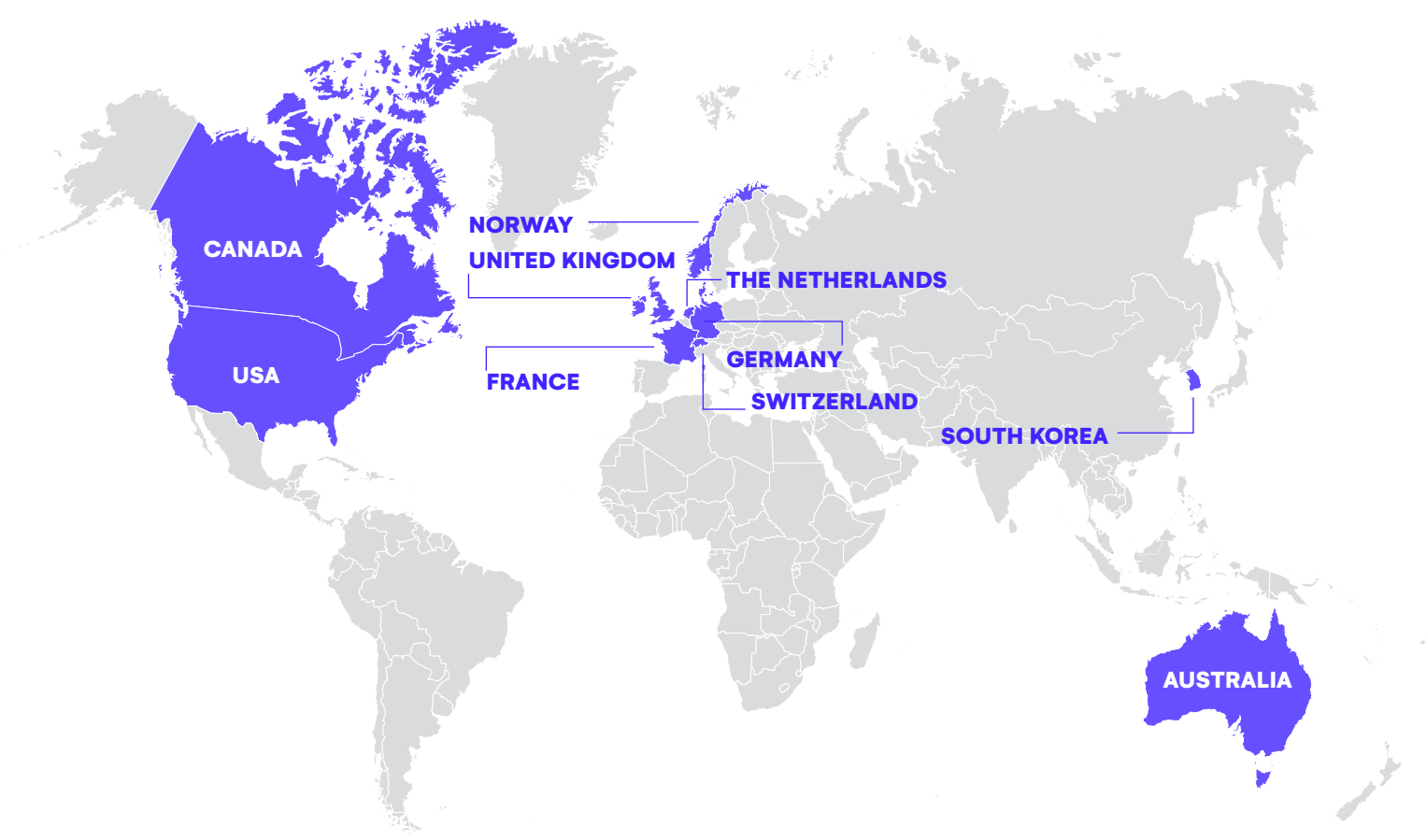
2025 GLOBAL HIRING GUIDE: **ESG, SUSTAINABILITY** **& HUMAN RIGHTS**

Salary data and hiring considerations, country by country



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01.

INTRODUCTION:

A GLOBAL ESG OVERVIEW

As we head through 2025, things are changing once again in the ESG world.

In our previous guide, we noted how 2024 had seen a shift in attitudes towards ESG obligations and businesses really did step up to ensure they were not only compliant with regulations, but also proactively implementing policies to futureproof their organisations and make balanced decisions, to quell any stakeholder fears over 'greenwashing'. 2025, on the other hand, is shaping up to be quite different.

Shifts in regulations, political dynamics and stakeholder expectations have all impacted the corporate world of ESG, in the past twelve (rather turbulent) months.

Evolving Regulatory Frameworks

At the time of writing, the European Commission has just revised its sustainability reporting requirements. As of April 2025, mandatory reporting will be limited to companies with over 1,000 employees and a net turnover exceeding €450 million, a substantial increase from the previous threshold of 250 employees and a €40 million turnover. This adjustment aims to alleviate the regulatory burden on smaller enterprises while maintaining transparency among larger corporations. Additionally, the proposal includes eliminating sector-specific reporting standards and postponing the Corporate Sustainability Due Diligence Directive (CSDDD),

which mandates large companies to address human rights and environmental issues within their supply chains.

The rationale behind the changes is a bid to make Europe more competitive with the United States and China. The plans – known as the “Simplification Omnibus” – are part of a wider package of reforms aimed at helping Europe’s companies, and they also include incentives to encourage industry to decarbonise and measures to lower energy costs.

It will be interesting to see how this situation develops, as it will no doubt have a knock-on effect for other jurisdictions around the globe.

Corporate Responses to ESG Commitments

Political pressures and a deceleration in climate action have prompted several financial institutions to re-evaluate their sustainability roles and commitments. Major banks such as HSBC, Standard Chartered, Barclays, and Wells Fargo have restructured or downgraded their sustainability teams in 2025. For example, Standard Chartered reduced its sustainability team from 140 to 90 members, while Barclays and Wells Fargo reassigned sustainability responsibilities to other executives without appointing new heads. These changes have introduced uncertainty in areas like green lending structures, as banks attribute the lack of progress to external challenges.

A GLOBAL ESG OVERVIEW

CONTINUED...

The Imperative of Climate Action

Although the pace of climate change action may have slowed and adversely affected financial services, it's not all bad news, since for many sectors and organisations, climate considerations remain a critical focus for business leaders.

While generative AI and other innovations often dominate current discussions, sustainability remains integral to strategic decisions. The largest barrier to progress, according to recent research from PwC, appears to be regulatory complexities. This underscores the need for clearer guidelines and robust frameworks to facilitate corporate sustainability efforts.

Challenges in Supply Chain Reporting

Certain industries — particularly fashion and consumer goods – are grappling with complex supply chain reporting requirements. The plethora of certifications, standards and regulations has led to confusion and inefficiencies among brands and suppliers. Efforts are underway to harmonise sustainability metrics and data sharing, aiming to streamline processes and achieve environmental objectives. Initiatives like the Apparel Alliance's 'Supply Chain Taxonomy' and collaborative pilots such as Textile Exchange's TrackIt system seek to enhance interoperability and reduce reporting burdens. However, challenges persist, including high compliance costs, lack of standardisation and data-sharing reluctance due to competitive concerns.

Implications for the Recruitment Landscape

Although recent media reports point to a rather negative outlook for ESG initiatives this year, we are not currently seeing any slowing on the recruitment market.

There are a couple of reasons for this; firstly, the evolving regulatory landscape means that organisations need to hire good people who can navigate this effectively and ensure their business always remains compliant.

Secondly, this still is a relatively young market, where skilled and experienced ESG, sustainability and particularly human rights professionals remains in short supply.

And finally, while the media naturally focuses its attention on large financial institutions, there are many small, medium and large enterprises across the world which remain dedicated to investing in sustainability and answering the calls of employees, consumers and other stakeholders to do their part in combating climate change and eradicating poor labour practices in the supply chain.

With demand for talent remaining robust, many employers have continued to look outside of their traditional hiring pools with a view to training and developing professionals from a range of backgrounds, including legal, compliance and consulting.

Leonid has worked with many companies who have successfully adopted this approach.

If you are looking to bolster your organisation's ESG, Sustainability or Human Rights expertise, Leonid can help with hiring at all levels and in all geographies.



02.

COUNTRY GUIDES

In the following section, you will find an overview of key drivers and trends in the ESG, Sustainability and Human Rights space on a country-by-country basis.

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Please note that this information is correct at the time of going to print, but this is a rapidly evolving area of business and things may quickly change!

In addition to an overview of the sector, we also provide a salary guide and some advice on local hiring considerations.

The salaries are a guide only and there are always variations in bonuses, benefits and weighting according to location and industry vertical. For example, financial services and life sciences typically pay 5 — 10% more than the average.

We have chosen to highlight a selection of countries where we are currently seeing a high level of ESG activity and high demand for skills. However, Leonid does work globally and if you are seeking information on a country not covered here, we would be more than happy to provide a tailored overview, on request.





USA: ESG OVERVIEW

The re-election of President Donald Trump has led to a re-prioritisation of federal priorities, putting economic growth and energy independence ahead of previous environmental and social initiatives. This shift is evident in several key actions.

Withdrawal from the Paris Agreement: In January 2025, the U.S. officially exited the Paris Agreement on climate change, marking a departure from international climate commitments.

SEC Policy Revisions: The Securities and Exchange Commission (SEC), under acting chairman Mark Uyeda, has implemented policies that enhance the authority of corporate boards while limiting shareholder influence. These changes make it easier for boards to dismiss shareholder resolutions related to ESG concerns and impose stricter requirements on passive funds and investor communications.

State-Level Initiatives: With federal support for ESG initiatives waning, state governments are increasingly stepping in to fill the void. Certain states are advancing their own sustainability and ESG regulations, focusing on areas such as renewable energy incentives and corporate transparency. California, for example, enacted the Climate Corporate Data Accountability Act (SB 253) and the Climate-Related Financial Risk Act (SB 261) in late 2023. These laws mandate comprehensive climate-related disclosures from companies operating

within the state, aiming to achieve net-zero carbon emissions by 2045.

This decentralised approach leads to a patchwork of regulations, requiring companies to navigate varying requirements across jurisdictions.

International Considerations

With the European Union easing certain sustainability reporting requirements to enhance competitiveness, it is likely this move will influence U.S. companies operating internationally and prompt them to reassess their own ESG strategies in response to evolving international standards.

At present, there is no requirement for mandatory human rights due diligence in the U.S. However, with Europe leading the way, it is surely only a matter of time before the U.S. takes more decisive action. An increasing number of large organisations are now looking to bolster their teams in readiness for this anticipated evolution.

USA

With a GDP of more than USD\$27 trillion, the United States is a leader in several key industries, including technology, oil and gas and renewable energy. The country has one of the largest tech markets in the world, with three cities ranking in the top 10 for global fintech, including San Francisco (#1), New York (#2), Los Angeles (#4).

The United States workforce serves as the backbone of its economy. Employment rates have been steadily rising, with the notable exception of the COVID-19 pandemic which led to the phenomenon coined as the “Great Resignation,” prompting workers to contemplate the trajectory of their lives.

We are now seeing a re-stabilisation of the employment market, and the Corporate Governance world is no exception.

The US is an exciting place to work and to do business with, but in terms of hiring, it does bring a degree of complexity due to a number of stringent labour laws.

Ease of doing business ranking = 6

CAPITAL	Washington
LANGUAGES SPOKEN	English
POPULATION	340 million
PAYROLL	Varies; usually weekly or bi-weekly
CURRENCY	US Dollars (USD)
VAT	Nil



Hiring Considerations

- Most companies in the U.S. operate on an ‘at-will’ basis. This means that employees can leave their jobs at any time, for any reason. Companies can terminate their employees’ service – with a few exceptions – without giving notice or providing redundancy pay.
- Many companies do give notice as a courtesy, but the law does not require it. Some companies also negotiate severance pay, especially for higher-level executives.
- The practice of at-will employment means signing formal employment contracts is not a common practice in the U.S. Some companies use them, especially for key executives or other important members of a firm. However, contracts are not standard.
- The standard workweek in the U.S. consists of 40 hours — eight hours per day, five days per week. However, variations on this schedule are common.
- There is no legal requirement to give paid holidays; however, on average, US workers will take 10 vacation days per year.

Cultural Considerations

- In the US, business culture places a strong emphasis on equality and non-discrimination. This is reinforced by numerous laws including the Civil Rights Act of 1964, which prohibits discrimination based on race, colour, religion, sex, or national origin in any aspect of employment.
- The ‘hustle mentality’ is a prominent aspect of the work culture in the United States. It encompasses a mindset that emphasises relentless effort, ambition, and a constant drive for success. It is deeply ingrained in the American work ethic, with many professionals adopting a “work hard, play hard” approach to their careers.

Despite the turbulent political standards over the past year, the US marketplace for ESG talent is still buoyant, thanks in main to US businesses entering the EU which comes with stringent regulatory requirements. We’ve seen businesses split on whether to hire the regulatory know how in their US HQ’s, or to follow the talent market and hire in satellite offices within Europe. The next 12–18 months will be interesting, but for now, hiring around Human rights, ESG and sustainability of our US clients hasn’t dampened.

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (USD)
Head of Human Rights (VP)	\$150,000 – \$240,000
Human Rights Specialist / Officer / Manager	\$80,000 – \$120,000

SUSTAINABILITY

TITLE	SALARY RANGE (USD)
Chief Sustainability Officer (EVP/SVP)	\$165,000 – \$280,000
Head of Sustainability / ESG (VP)	\$115,000 – \$185,000
Senior Sustainability / ESG Manager	\$110,000 – \$170,000
Sustainability / ESG Manager	\$85,000 – \$120,000
Sustainability / ESG Officer	\$70,000 – \$110,000
Sustainability / ESG Analyst	\$65,000 – \$100,000

ESG REPORTING

TITLE	SALARY RANGE (USD)
Head of ESG Reporting (VP)	\$120,000 – \$180,000
ESG Reporting Manager	\$90,000 – \$130,000
ESG Reporting Officer	\$70,000 – \$100,000



CANADA: ESG OVERVIEW

Canada is advancing its ESG reporting requirements, with significant changes anticipated by the end of 2025.

The Canadian Securities Administrators (CSA) have historically set “soft” ESG regulations, but recent initiatives indicate a shift towards more stringent disclosure obligations.

Climate Disclosures and Human Rights

Federally regulated financial institutions, including banks and insurance companies, are now mandated to disclose their climate-related risks and exposures. This move aims to enhance transparency and align with global sustainability standards.

In addition, the Canadian government is addressing human rights within supply chains. In December 2024, the government released its Fall Economic Statement, outlining plans for supply chain due diligence legislation and measures to strengthen existing import bans on goods produced through forced labour. This initiative reflects Canada’s commitment

to upholding human rights and environmental standards business operations.

Corporate Transparency and Diversity

Efforts to enhance corporate transparency have led to proposed regulations requiring Canadian financial institutions to disclose the diversity composition of their boards and senior management. These rules aim to provide investors with clear information regarding the representation of women, Indigenous peoples, persons with disabilities, and visible minorities in leadership roles.

CANADA

Canada has a robust economic base, low taxes, abundant natural resources, and a stable political climate. These factors create an environment for international businesses to flourish. When it comes to ease of payment for small to medium-sized businesses, Canada has one of the lowest tax burdens among the G7 countries.

Canada's economy is also one of the most resilient in the world, with a GDP of \$2.14 trillion in 2024.

Hiring in Canada has become increasingly popular among foreign companies as the country offers a diverse and highly skilled labour force.

Ease of doing business ranking = 23

CAPITAL	Ottawa
LANGUAGES SPOKEN	English, French
POPULATION	40.1 million
PAYROLL	Bi - weekly
CURRENCY	Canadian Dollars (CAD)
VAT	5%



Hiring Considerations

- Canada is officially a bilingual country, home to both English and French speakers. Fluency in English will be enough to navigate around the vast majority of Canadian cities and provinces.
- Each province in Canada has its own employment standards legislation that outlines minimum requirements for employment relationships. These standards cover areas such as hours of work, overtime pay, vacation entitlement, public holidays and termination notice.

Cultural Considerations

- Canadian workplaces are typically friendly and non-hierarchical compared with other nations, and there is a strong emphasis on harmonious and social environments. Therefore, friendly chatter — or small talk — is very much the norm when meeting Canadian workers.
- Punctuality and good manners are both expected and highly valued.

“Previously more closely aligned to the US, new legislation focusing on forced labour in supply chains has set Canada on a path that from a talent perspective, mirrors Europe. Supply chain due diligence hiring has been a huge growth area in terms of hiring throughout 2024 and into 2025.”

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (CAD)
Head of Human Rights (VP)	CAD 130,000 – CAD 200,000
Human Rights Specialist / Officer / Manager	CAD 70,000 – CAD 140,000

SUSTAINABILITY

TITLE	SALARY RANGE (CAD)
Chief Sustainability Officer (EVP/SVP)	CAD 180,000 – CAD 280,000
Head of Sustainability / ESG (VP)	CAD 140,000 – CAD 200,000
Senior Sustainability / ESG Manager	CAD 120,000 – CAD 140,000
Sustainability / ESG Manager	CAD 100,000 – CAD 130,000
Sustainability / ESG Officer	CAD 80,000 – CAD 110,000
Sustainability / ESG Analyst	CAD 75,000 – CAD 90,000

ESG REPORTING

TITLE	SALARY RANGE (CAD)
Head of ESG Reporting (VP)	CAD 110,000 – CAD 160,000
ESG Reporting Manager	CAD 80,000 – CAD 120,000
ESG Reporting Officer	CAD 60,000 – CAD 90,000



UNITED KINGDOM:

ESG OVERVIEW

Following Brexit, the United Kingdom has moved away from the EU's approach to ESG regulation. However, the UK government is advancing its commitment to sustainability through several new and important regulatory measures.

Sustainability Disclosure Requirements

(SDR): The Financial Conduct Authority (FCA) is implementing SDRs starting in December 2025. This framework introduces a labelling system for investment funds, such as “sustainability focus” or “impact,” ensuring asset managers adhere to specific ESG criteria and provide transparent reporting on their products’ sustainability attributes.

UK Sustainability Reporting Standards

(SRS): Set to be adopted in April 2025, the SRS mandate that UK-listed companies disclose transition plans and align with a UK green taxonomy. This initiative aims to standardize ESG-related disclosures, enhancing transparency for investors and regulators.

Regulation of ESG Rating Providers: The government is consulting on a potential regulatory regime for ESG rating providers to ensure improved transparency and conduct within the ESG ratings market.

Net Zero

The UK's net zero economy is also expanding rapidly, outpacing the general economy. In 2024, the net zero sector grew by 10%, contributing £83 billion in gross value added (GVA). Notably, net zero employment in Scotland increased by 20%, with productivity levels 38% higher than the UK average, indicating robust regional growth within the green economy.

Human Rights legislation

The UK continues to take a proactive stance on combating human rights violations. In January 2025, the Joint Committee on Human Rights initiated an inquiry into forced labour in UK supply chains. This inquiry examines the effectiveness of existing legal and voluntary frameworks, such as the Modern Slavery Act 2015 and is considering potential changes to enhance the UK's response to such exploitation.

UNITED KINGDOM

According to The Global City, the United Kingdom is a ‘global centre of academic excellence’, with one of the most skilled workforces in the world.

It's been a turbulent few years for the UK politically and economically, following its departure from the European Union. Many talented workers from neighbouring European countries were forced to move away. However, the employment market remains robust, and wages are relatively competitive versus many of its European counterparts.

The UK workforce has seen a notable shift towards remote and hybrid work arrangements since the COVID-19 pandemic, along with a high emphasis on employee wellbeing. Environmental sustainability is also growing in importance for both employers and employees.

Ease of doing business ranking = 8

CAPITAL	London
LANGUAGES SPOKEN	English
POPULATION	68.53 million
PAYROLL	Monthly
CURRENCY	Pound Sterling (GBP)
VAT	20%



Hiring Considerations

- The average working week is between 37 and 40 hours.
- Flexible working arrangements have become increasingly popular in recent years and many employees prefer to split their time between an office and working from home.
- Employers are required to offer British workers at least 5.6 weeks of paid leave. This may include public and bank holidays, of which there are eight in the UK. For someone who works full-time, this will equate to 28 days of paid holiday.
- British workers between the ages of 22 and state pension age who earn £10,000 or more per year and usually work in the UK are legally entitled to a pension scheme, provided by their employer.

Cultural Considerations

- Handshakes are expected when you meet someone for the first time
- Businesses place high importance on good etiquette when it comes to phone and email communication; blunt messages can be interpreted as rudeness
- Workplaces are friendly and dress codes range from casual to formal, depending on the industry and the company's individual culture.

“The UK has been lagging somewhat on hiring Human Rights hiring compared with its European neighbours. Not directly subject to CS3D to the same degree as EU nations, there is a slow adoption by businesses to hire for Supply Chain Due Diligence. However, we are seeing signs of growth in the wake of the recent CS3D vote and prior uncertainty surrounding the ‘Simplification Omnibus has now been resolved, so we expect this to help invigorate recruitment drives.”

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (GBP)
Head of Human Rights (VP)	£120,000 – £180,000
Human Rights Specialist / Officer / Manager	£50,000 – £110,000

SUSTAINABILITY

TITLE	SALARY RANGE (GBP)
Chief Sustainability Officer (EVP/SVP)	£125,000 – £225,000
Head of Sustainability / ESG (VP)	£100,000 – £150,000
Senior Sustainability / ESG Manager	£60,000 – £100,000
Sustainability / ESG Manager	£50,000 – £80,000
Sustainability / ESG Officer	£40,000 – £65,000
Sustainability / ESG Analyst	£35,000 – £55,000

ESG REPORTING

TITLE	SALARY RANGE (GBP)
Head of ESG Reporting (VP)	£80,000 – £140,000
ESG Reporting Manager	£65,000 – £100,000
ESG Reporting Officer	£45,000 – £65,000



FRANCE: ESG OVERVIEW

In France, ESG is referred to as RSE (Responsabilité Sociétale des Entreprises) and incorporates ISR (Investissement Socialement Responsable — or Socially Responsible Investment, in English).

France has been proactive in integrating ESG considerations into its corporate governance structures. The implementation of the Corporate Sustainability Reporting Directive (CSRD) on January 1, 2024, marked a pivotal shift, mandating comprehensive sustainability disclosures from companies. This directive requires businesses to report on various ESG metrics, ensuring greater transparency and accountability. To enforce compliance, France has instituted a dual assurance process, mandating independent audits of sustainability reports to verify adherence to the CSRD and the associated European Sustainability Reporting Standards (ESRS).

However, recognising the challenges posed by extensive reporting requirements, the French government has been one of the leading voices in advocating for a reassessment of certain EU sustainability regulations. In early 2025, France, alongside Germany, called for a delay and simplification of the CSRD and the Corporate Sustainability Due Diligence Directive (CSDDD), aiming to reduce bureaucratic burdens and enhance the competitiveness of European businesses. At the time of writing this report, the European

Commission has agreed to the amendments, so it will be interesting to see what impact this has.

As we advance through 2025, the focus for France – and the EU more widely – will likely be on creating a balanced framework that promotes sustainability without compromising business innovation and competitiveness.

Human Rights — Vigilance Plan

In 2017, France adopted a law which obliges large companies to carry out human rights and environmental due diligence and publish a ‘Vigilance Plan’ each year. The aim of this legislation was to ensure that large French companies are taking the correct measures to identify and prevent human rights and environmental violations in their supply chains.

The French Corporate Duty of Vigilance Law applies to French companies with more than 5,000 employees worldwide and non-French companies operating in France with more than 10,000 employees worldwide.

FRANCE

France is the third-largest economy in Europe, and the sixth largest in the world in terms of GDP. It is an advanced and industrialised country and is home to a sophisticated financial market. This, coupled with France's highly educated workforce, makes it an attractive place for business growth.

Several industries contribute to the French economy, namely energy, transport, manufacturing, technology, tourism and agriculture.

In the face of global economic challenges, France has maintained a relatively stable job market — as of December 2024, the national unemployment rate stands at 7.4%, outperforming the average rate in the European Union.

One of the key contributors to France's employment landscape is its thriving tech industry and a steadily growing financial services sector.

Ease of doing business ranking = 32

CAPITAL	Paris
LANGUAGES SPOKEN	French
POPULATION	68.29 million
PAYROLL	Monthly
CURRENCY	Euro
VAT	20%



Hiring Considerations

- Probation periods are not mandatory in French employment contracts, but they typically last between two to four months.
- Notice periods: this depends on how long the employee has worked for the company. Employees will usually need to provide one month's notice if they've been employed for six months to two years.
- Employees who have been employed for more than two years usually must provide two months' notice, and those in executive positions may need to provide a three-month notice.

Cultural Considerations

- French business etiquette is rather formal, and it's always better to err on the side of formality than to be seen as disrespectful.
- It's customary to address people by their formal title, such as Monsieur or Madame, until invited to use their first name.
- Handshakes are the norm in business situations, and it's considered polite to greet everyone individually when entering a room.
- The French place a high value on work-life balance. You may find that work hours are shorter than in some other countries, with 35 hours per week on average.
- French people tend to be direct in their communication

“The Vigilance law has meant that French businesses been busy hiring their Human Rights professionals over the course of the past 5 years, although this has predominantly been confined to very large businesses. The CS3D roll-out will no doubt see a very interesting wave of hiring.”

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (EUR)
Head of Human Rights (VP)	€110,000 – €160,000
Human Rights Specialist / Officer / Manager	€60,000 – €120,000

SUSTAINABILITY

TITLE	SALARY RANGE (EUR)
Chief Sustainability Officer (EVP/SVP)	€130,000 – €220,000
Head of Sustainability / ESG (VP)	€110,000 – €160,000
Senior Sustainability / ESG Manager	€70,000 – €110,000
Sustainability / ESG Manager	€60,000 – €80,000
Sustainability / ESG Officer	€45,000 – €70,000
Sustainability / ESG Analyst	€36,000 – €60,000

ESG REPORTING

TITLE	SALARY RANGE (EUR)
Head of ESG Reporting (VP)	€100,000 – €170,000
ESG Reporting Manager	€60,000 – €110,000
ESG Reporting Officer	€45,000 – €70,000



GERMANY: ESG OVERVIEW

Germany has once again been leading the charge on human rights due diligence matters.

In early 2025, Germany, alongside France, called for a delay and simplification of the CSRD and the Corporate Sustainability Due Diligence Directive (CSDDD), aiming to reduce bureaucratic burdens and enhance the competitiveness of European businesses.

As a result, the European Commission's "Simplification Omnibus" proposals, introduced in February 2025, aim to ease corporate sustainability reporting and supply chain transparency rules, potentially reducing reporting burdens by 25% and saving European companies an estimated EUR 40 billion.

However, this decision has faced criticism from civil society groups concerned about potential weakening of human rights protections.

Political Climate

The recent German elections have introduced new dynamics into the ESG discourse, with Friedrich Merz of the Christian Democrats (CDU/CSU) assuming the chancellorship. Merz has expressed intentions to continue much of Germany's green agenda, focusing on climate action and renewable energy, while also opposing certain corporate sustainability regulations. His coalition with the Social

Democrats suggests a balanced approach to green policies, despite the increased parliamentary presence of the hard-right AfD party, known for its anti-green stance.

At European level, the EU has unveiled a "clean industrial deal" aimed at aiding high-emission industries in transitioning to net-zero emissions. This initiative includes measures to boost clean tech companies, reduce energy costs, and relax environmental reporting requirements for small and medium-sized enterprises. The plan reaffirms the EU's commitment to a 90% emissions reduction by 2040 and proposes the establishment of a €100 billion industrial decarbonisation bank to support these efforts.

In alignment with this EU initiative, the European Commission is proposing to ease corporate sustainability reporting and supply chain transparency rules to enhance Europe's global competitiveness. The "Simplification Omnibus" proposals aim to reduce reporting burdens by 25%, potentially saving European companies €40 billion. These measures include delaying sustainability reporting obligations for smaller companies and eliminating sector-specific reporting requirements.

GERMANY

Germany has a diverse population of over 84 million people, with a highly skilled talent pool. The country places a high emphasis on education, with a literacy rate of 99% and an extensive system of universities and vocational schools.

The business climate is favourable, with a strong focus on innovation and a range of government incentives for business growth.

Germany's top industries include automotive manufacturing, chemical production, engineering, and healthcare. The country is the world's leading exporter of cars, with major companies such as Volkswagen, BMW, and Mercedes-Benz headquartered in Germany.

German employees value a positive work environment that fosters collaboration, creativity, and innovation. Studies have found that they prioritise work-life balance, job security and professional development opportunities.

Ease of doing business ranking = 22

CAPITAL	Berlin
LANGUAGES SPOKEN	German, plus some regional dialects
POPULATION	83.28 million
PAYROLL	Monthly
CURRENCY	Euro
VAT	19%



Hiring Considerations

- The standard working week in Germany is 40 hours, with an average of 8 hours per day.
- Employers are obligated to provide health insurance, pension insurance, accident insurance and unemployment insurance to all employees.
- Bundesurlaubsgesetz — the Federal Holiday Act — dictates that employees get 20 days of leave or 24 days if they work six days a week instead of five. However, most employers offer more this statutory minimum.
- Notice periods are typically stipulated in the employment contract and vary based on the length of service. For example, a standard notice period is four weeks but can be longer for employees with several years of service.

Cultural Considerations

- Germans value punctuality, professionalism, and a thorough approach to business. Be prepared for structured and detail-oriented interactions with German professionals.
- While many Germans are proficient in English, especially in business settings, a basic understanding of the German language can be highly beneficial.

“The majority of Leonid’s human rights work has — perhaps unsurprisingly — been in Germany. The LkSG continues to influence larger organisations there. The change we saw in 2024 was the switch from quickly hiring the academic / NGO candidate who understands human rights and/or climate change, to hiring corporate professionals who understand implementation of ESG strategy and policy. This will continue, especially given the dynamic pressures on supply chains globally.”

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (EUR)
Head of Human Rights (VP)	€120,000 – €225,000
Human Rights Specialist / Officer / Manager	€70,000 – €110,000

SUSTAINABILITY

TITLE	SALARY RANGE (EUR)
Chief Sustainability Officer (EVP/SVP)	€150,000 – €280,000
Head of Sustainability / ESG (VP)	€100,000 – €180,000
Senior Sustainability / ESG Manager	€80,000 – €100,000
Sustainability / ESG Manager	€60,000 – €90,000
Sustainability / ESG Officer	€50,000 – €75,000
Sustainability / ESG Analyst	€45,000 – €65,000

ESG REPORTING

TITLE	SALARY RANGE (EUR)
Head of ESG Reporting (VP)	€95,000 – €150,000
ESG Reporting Manager	€70,000 – €100,000
ESG Reporting Officer	€50,000 – €75,000



SWITZERLAND: ESG OVERVIEW

The ESG framework in Switzerland is both complex and evolving. The country has recently implemented several key regulations to enhance ESG transparency and accountability.

Non-Financial Reporting and Due Diligence

As of January 1, 2024, large Swiss companies are required to report on non-financial matters and conduct due diligence concerning conflict minerals and child labour. The first reports under this mandate were published in 2024, marking a significant step toward comprehensive ESG disclosure.

Climate Disclosures

The Swiss Federal Council adopted an ordinance on climate disclosures effective January 1, 2024. This ordinance mandates companies to provide detailed information on climate-related financial risks and their strategies for mitigating these risks.

Self-Regulation in Sustainable Finance

The Swiss financial industry has embraced self-regulation to promote sustainability. Initiatives such as the “Self-Regulation 2.0” focus on integrating ESG considerations across all financial activities, aiming to drive genuine progress toward sustainable development.

Swiss companies are proactively adapting to the evolving ESG landscape, with enhanced reporting frameworks and by integrating comprehensive data collection systems, using advanced technologies. Ensuring transparency in sustainability disclosures is a high priority for Swiss companies and one of the reasons we are seeing high levels of demand for ESG professionals here.

SWITZERLAND

Switzerland is widely recognised as a ‘safe haven’ within Europe and a land of opportunity for both individuals and businesses to live and work.

Given its relatively small size and a highly liberal economic structure, it can quickly adapt to internal and external challenges. Switzerland is renowned for its stable and reliable business environment, which is supported by its well-developed legal system and robust regulations.

Around two thirds of Switzerland’s working population originate from EU countries, predominantly Italy, Germany, Portugal, France and Kosovo.

Ease of doing business ranking = 36

CAPITAL	Bern
LANGUAGES SPOKEN	German, French
POPULATION	8.88 million
PAYROLL	Monthly
CURRENCY	Swiss Franc (CHF)
VAT	8.1%



Hiring Considerations

- The working week in Switzerland is 40 to 42 hours. Workers are generally entitled to 4 weeks' holiday.
- Notice periods are variable, typically ranging from one to six months.
- There are three main languages spoken in Swiss workplaces: German, French, English — it is widely expected that job candidates would have fluency in at least two of these three.
- The Swiss value punctuality and direct communication, so when interviewing Swiss candidates, it is important that the interview is well-structured.

Cultural Considerations

- Swiss work culture is rooted in formality. Formal business attire is generally expected and it is usual to address someone by their last name and title (e.g. Mr, Mrs, Dr) until they indicate otherwise.

“Working closely with France and Germany, Switzerland has been hiring ESG professionals at a similar rate to their neighbours. These roles are consistently paid above market rate, in line with the broader Swiss labour market. We’ve seen professionals in Southern Germany flock to Swiss roles in Zurich and Basel, as Swiss based businesses look to mitigate the regulatory impact of CS3D. We are seeing major strategic roles in Switzerland, but sometimes hiring in neighbouring Austria, France, Germany and Italy for more junior team members.”

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (CHF)
Head of Human Rights (VP)	CHF 165,000 – CHF 230,000
Human Rights Specialist / Officer / Manager	CHF 92,000 – CHF 155,000

SUSTAINABILITY

TITLE	SALARY RANGE (CHF)
Chief Sustainability Officer (EVP/SVP)	CHF 180,000 – CHF 350,000
Head of Sustainability / ESG (VP)	CHF 135,000 – CHF 220,000
Senior Sustainability / ESG Manager	CHF 125,000 – CHF 190,000
Sustainability / ESG Manager	CHF 105,000 – CHF 145,000
Sustainability / ESG Officer	CHF 72,000 – CHF 94,000
Sustainability / ESG Analyst	CHF 66,000 – CHF 84,000

ESG REPORTING

TITLE	SALARY RANGE (CHF)
Head of ESG Reporting (VP)	CHF 125,000 – CHF 200,000
ESG Reporting Manager	CHF 88,000 – CHF 125,000
ESG Reporting Officer	CHF 75,000 – CHF 105,000



THE NETHERLANDS: ESG OVERVIEW

ESG is now firmly on the agenda of Dutch boards and ESG governance has become of greater interest to various stakeholder groups.

The Netherlands has been proactive in aligning with the European Union's ESG directives, notably the Corporate Sustainability Reporting Directive (CSRD). Effective since January 1, 2025, the CSRD mandates that large companies, including unlisted entities meeting specific criteria – such as a net turnover of €50 million or more, total assets of at least €25 million, or 250 or more employees – must produce detailed sustainability reports.

To facilitate compliance, the Dutch Authority for the Financial Markets (AFM) has intensified its supervision of CSRD implementation and the EU Green Bond Regulation. In December 2024, the AFM published guidance highlighting the importance of reliability, clarity and consistency in sustainability data, in order to deliver transparent and substantiated reporting.

However, recognising the challenges posed by extensive reporting requirements, the European Commission proposed the “Simplification Omnibus” in February 2025; now due to come into effect in April 2025. This initiative aims to reduce corporate sustainability reporting and supply chain transparency obligations by 25%, potentially saving European companies approximately €40 billion. The proposal seeks to balance the need for sustainability with global competitiveness, particularly versus the U.S. and China.

THE NETHERLANDS

The Netherlands is a forward-thinking nation, well connected to the other major economies of Europe and with a favourable fiscal climate, making it a prime country for sourcing multilingual and highly-skilled workers. The Dutch typically have excellent English language skills and many also speak German.

It is a small but mighty country, having the fifth-largest economy in the EU in 2024. The key industries here are aerospace, chemicals, energy, financial services, life sciences, IT and logistics.

The country has a strong focus on work-life balance, and family-friendly benefits are commonplace.

Dutch employment law is extensive, and regulations must be followed by any company that employs workers in the Netherlands, even if the organisation is registered in a different country.

Ease of doing business ranking = 42

CAPITAL	Amsterdam
LANGUAGES SPOKEN	Dutch, English
POPULATION	17.9 million
PAYROLL	Monthly
CURRENCY	Euro (EUR)
VAT	21%



Hiring Considerations

- The Netherlands has an extensive social security system which covers employees for health, death, old age, long-term disability, certain medical expenses and childcare and unemployment.
- National insurance is compulsory for anyone permanently working in the Netherlands. Social security premiums (also referred to as employee insurance) must be paid entirely by the employer.
- Many people work part-time in the Netherlands and requests for part-time work can only be turned down if there is a strong, objective reason not to permit it.
- Probation periods can last for a maximum of two months for permanent employees. Fixed-term contracts permit a maximum of one month's probation.

Cultural Considerations

- The Dutch are known for their direct manner and honesty. It's not a case of being harsh; they simply value pragmatism and clear communication.
- Decision-making is very much done by consensus, with multiple stakeholders involved.
- Efficiency and punctuality are highly valued.
- Workplace hierarchies tend to be flat, with everyone encouraged to voice their views and senior management are typically open to challenge, so long as it is done respectfully.

“Whilst the German, French and Norwegian laws are leading the way in pushing businesses to hire ESG professionals, the Netherlands – while not having the same regulatory pressures – has still responded in advance of CS3D, with significant hiring activity.”

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (EUR)
Head of Human Rights (VP)	€100,000 – €175,000
Human Rights Specialist / Officer / Manager	€60,000 – €120,000

SUSTAINABILITY

TITLE	SALARY RANGE (EUR)
Chief Sustainability Officer (EVP/SVP)	€130,000 – €250,000
Head of Sustainability / ESG (VP)	€100,000 – €180,000
Senior Sustainability / ESG Manager	€80,000 – €100,000
Sustainability / ESG Manager	€60,000 – €90,000
Sustainability / ESG Officer	€45,000 – €70,000
Sustainability / ESG Analyst	€40,000 – €60,000

ESG REPORTING

TITLE	SALARY RANGE (EUR)
Head of ESG Reporting (VP)	€90,000 – €150,000
ESG Reporting Manager	€65,000 – €100,000
ESG Reporting Officer	€50,000 – €75,000



NORWAY: ESG OVERVIEW

Norway has always led from the front on ESG matters and has implemented a number of regulations; some acts apply across all industries, whereas others are industry specific. Key cross-industry regulations include the Human Rights Act, the Working Environment Act, the Gender Equality and Discrimination Act, the Act on Biodiversity, the Pollution Control Act, the Company Act, the Penal Code and the Transparency Act.

CSRD

Although not a European Union country, Norway has integrated the EU's Corporate Sustainability Reporting Directive (CSRD) into its national legislation, effective from January 1, 2025.

Transparency Act

Complementing the CSRD, the Norwegian Transparency Act, effective since July 2022, imposes human rights due diligence obligations on approximately 8,000 companies operating within the country. This legislation requires businesses to assess and address human rights impacts within their operations and supply chains, promoting ethical business conduct and accountability.

Looking ahead, Norway is expected to continue strengthening its ESG and human rights frameworks, fostering a business environment that prioritises sustainability and ethical conduct. The ongoing commitment of both the public and private sectors to invest in renewable energy and uphold human rights standards positions Norway as a leader in the global ESG arena.

NORWAY

Norway is the best country to live in according to the United Nations, thanks to its impressive healthcare system and work-life balance.

Norway is home to one of the strongest economies in the world, and the country places a high priority on technology, knowledge development and sustainable business.

Norway is a world leader in energy, oil and gas and maritime sectors and is seeing huge developments in other areas, such as fintech, medtech and edtech. It is also rich in natural resources and is a leading European producer of renewable energy: 98% of the country's electricity production is based on renewables.

Ease of doing business ranking = 9

CAPITAL	Oslo
LANGUAGES SPOKEN	Norwegian
POPULATION	5.5 million
PAYROLL	Monthly
CURRENCY	Norwegian Krone (NOK)
VAT	25%



Hiring Considerations

- Working hours in Norway are typically nine hours per day within a 24-hour period, or 40 hours per week within a seven-day work week.
- Employees (even those who are not residents) receiving remuneration for work performed in Norway are eligible for social security and pension contributions.
- Norway offers a generous maternity and paternity leave package. This is either 80% compensation rate of the average salary for 59 weeks or 100% of the average salary for 49 weeks. Parents also have the option to take a leave of absence for an additional year without compensation.
- Probation periods can be up to six months long.

Cultural Considerations

- Continuous development is important – Norway has the second highest participation rate in job-related continued education and training, in all of Europe.
- Norwegians are focused on high quality output and efficiency. They are honest and direct in their communication, but typically warm and friendly, too.
- Workplaces are generally quite informal in terms of business dress.
- Work-life balance and ‘family time’ are highly valued.

“The Transparency Act – Forbrukertilsynet was one of the first major supply chain acts affecting businesses in the EU. In the Norwegian market, we see roles that require a deep understanding of this regulation and its implications from a business standpoint.”

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (NOK)
Head of Human Rights (VP)	NOK 1,200,000 – NOK 1,800,000
Human Rights Specialist / Officer / Manager	NOK 650,000 – NOK 900,000

SUSTAINABILITY

TITLE	SALARY RANGE (NOK)
Chief Sustainability Officer (EVP/SVP)	NOK 1,500,000 – NOK 2,600,000
Head of Sustainability / ESG (VP)	NOK 1,100,000 – NOK 1,700,000
Senior Sustainability / ESG Manager	NOK 900,000 – NOK 1,300,000
Sustainability / ESG Manager	NOK 650,000 – NOK 950,000
Sustainability / ESG Officer	NOK 500,000 – NOK 800,000
Sustainability / ESG Analyst	NOK 400,000 – NOK 700,000

ESG REPORTING

TITLE	SALARY RANGE (NOK)
Head of ESG Reporting (VP)	NOK 950,000 – NOK 1,500,000
ESG Reporting Manager	NOK 650,000 – NOK 950,000
ESG Reporting Officer	NOK 450,000 – NOK 750,000



SOUTH KOREA: ESG OVERVIEW

In South Korea, discussions related to environmental, social and governance issues really only came to the fore around 4 years ago; however, there has been much progress since then and South Korea has been actively enhancing its ESG and human rights regulations in recent months.

The Financial Services Commission (FSC) initially planned to mandate ESG disclosures for KOSPI-listed companies with assets exceeding 2 trillion won starting in 2025. However, in October 2023, the FSC postponed this requirement to 2026 or later, aiming to align with global standards and provide companies with adequate preparation time.

Public awareness and activism around ESG and human rights issues are certainly on the rise. Notably, in a landmark ruling, the Constitutional Court recognised that inadequate climate policies infringed upon the rights of future generations to a healthy environment, mandating policy revisions by March 2026.

Furthermore, the government has responded to environmental concerns by deciding to reduce biomass energy subsidies, acknowledging criticisms linking biomass production to deforestation. This policy shift reflects a broader commitment to sustainable environmental practices.

As South Korea progresses towards implementing mandatory ESG disclosures and human rights due diligence, companies are expected to further enhance their sustainability and ethical standards, thereby shaping a more transparent and accountable business environment in the country.

SOUTH KOREA

South Korea, officially known as the Republic of Korea (ROK), is a highly developed country, with a GDP of USD\$1.713 trillion as of 2023.

In recent years, South Korea has become a major influence on pop culture with Korean Pop (K-Pop) music soaring in popularity across the world. Music aside, South Korea is one of the most influential countries in Asia and a high proportion of the business world speak fluent English, making it an excellent hub for regional operations.

South Korea is home to a highly educated and qualified employee population of approximately 28 million people. Key industries include electronics, automobiles, telecommunications, shipbuilding, steel and chemicals.

Ease of doing business ranking = 5

CAPITAL	Seoul
LANGUAGES SPOKEN	Korean, English, Japanese, Mandarin
POPULATION	51.7 million
PAYROLL	Monthly
CURRENCY	South Korean Won (KRW)
VAT	10% on the supply of goods and services, except zero-rated VAT on certain supply of goods and services.



Hiring Considerations

- Residents are subject to tax on their worldwide income, and non-residents are taxed only on their Korean source of income. To become a resident, workers have to either have a domicile in the country or spend 183 days or more in South Korea.
- Income tax rates range from 6% to 45%, depending on rates of pay.
- Expatriate workers in South Korea can be put on a flat PIT (personal income tax) rate of 20.9% for a period of 20 years from the date they first pay tax in the country.
- The standard working hours in South Korea are eight hours per day and 40 hours per week. Although the government discourages working over and above these hours, and work-life balance is promoted, it's not uncommon for people to occasionally work late into the evening.
- The government recently introduced a "working hours savings system" whereby employees can accumulate overtime hours as paid leave days. These hours can be used in addition to annual paid leave entitlements. This enables employees to work flexibly and opt for such as a four-day workweek and a sabbatical month.

Cultural Considerations

- Most offices use Korean as their primary language. However, that depends on the type of company. In Korean corporate culture, some multinational companies may use a mix of Korean, English and other languages.
- Hierarchy is very much respected in South Korean culture and the same is true of its workplaces. But at the same time, teamwork and camaraderie are highly valued. Team dinners and evenings out are actively encouraged.
- Despite the increasing integration of Western values into South Korean culture, the society is still relatively conservative, although less so amongst the younger generation.
- Many Koreans use a 'westernised' version of their original Korean name to adapt to international and English-speaking contexts. This may involve reversing the arrangement of their given name and family name.

"The South Korean market for ESG professionals grew, but not at the rate we anticipated for 2024. The recent increase in regulation means that businesses with major EU and APAC presence will have to implement measures, so whether they choose global functions headquartered in Asia, or split regulatory responses with the EU, it will be interesting to watch and see."

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (KRW)
Head of Human Rights (VP)	KRW 145,000,000 – KRW 210,000,000
Human Rights Specialist / Officer / Manager	KRW 65,000,000 – KRW 140,000,000

SUSTAINABILITY

TITLE	SALARY RANGE (KRW)
Chief Sustainability Officer (EVP/SVP)	KRW 155,000,000 – KRW 255,000,000
Head of Sustainability / ESG (VP)	KRW 135,000,000 – KRW 200,000,000
Senior Sustainability / ESG Manager	KRW 110,000,000 – KRW 170,000,000
Sustainability / ESG Manager	KRW 80,000,000 – KRW 110,000,000
Sustainability / ESG Officer	KRW 60,000,000 – KRW 85,000,000
Sustainability / ESG Analyst	KRW 55,000,000 – KRW 75,000,000

ESG REPORTING

TITLE	SALARY RANGE (KRW)
Head of ESG Reporting (VP)	KRW 110,000,000 – KRW 175,000,000
ESG Reporting Manager	KRW 85,000,000 – KRW 135,000,000
ESG Reporting Officer	KRW 80,000,000 – KRW 95,000,000



AUSTRALIA: ESG OVERVIEW

Australian companies and regulatory bodies are increasingly focused on ESG matters and we're seeing a trend for reporting requirements switching from voluntary to mandatory.

Australia has implemented **mandatory climate-related financial disclosures**, effective from January 1, 2025. This initiative requires entities with reporting obligations under Chapter 2M of the Corporations Act to include sustainability information in their annual reports. The first sustainability reports are expected for periods starting on or after January 1, 2025, with entities meeting specific size or emissions thresholds leading the initial phase.

Looking ahead, Australia is poised to strengthen its ESG and human rights frameworks further. The combination of regulatory advancements and the appointment of Chris Evans alongside a burgeoning ESG investment market all positions Australia as a leader in promoting sustainable and ethical business practices. As such, Australia's ESG landscape is set for continued growth and positive impact.

In December 2024, Chris Evans commenced a five-year term as Australia's inaugural Anti-Slavery Commissioner. This appointment underscores the nation's commitment to combating modern slavery and enhancing corporate accountability in human rights practices.

AUSTRALIA

Australia has a highly educated, skilled and English-speaking population and an open economy that ranks 12th in the world by GDP, with strong trade links. It is also strategically placed in its proximity to the Asia Pacific region. It attracts strong foreign investment and many ex-patriate workers.

Australia experienced an unprecedented job boom in the aftermath of the pandemic, most notably within the healthcare & social assistance sector. This demand is driven by Australia's ageing population, which will continue underpin job creation for the foreseeable future. Other major growth areas are professional services and construction and mining continues to be one of the biggest industries.

Australia offers a high quality of life, but the cost of living is relatively steep and at the time of writing, the country is experiencing one of the toughest 'cost of living crises' in the Western world

Australia has also recently expanded its skilled migration policy as there are skill shortages in a number of areas, particularly within IT disciplines.

Ease of doing business ranking = 14

CAPITAL	Canberra
LANGUAGES SPOKEN	English
POPULATION	27.1 million
PAYROLL	Monthly/bi-monthly
CURRENCY	Australian dollar (AUD)
VAT	10%



Hiring Considerations

- Superannuation, also referred to as ‘Super’, is a retirement pension benefits fund which is mandatory for all employees in Australia. As of 2024, employers contribute 11.5% of an employee’s ordinary time earnings. It will rise by 0.5% again in 2025.
- The amount of income tax paid by employees depends on earnings. The first AUD\$18,200 is exempt from tax.
- Medicare is a national insurance scheme that provides free or subsidised healthcare for Australians. The Medicare levy consists of 2% of an Australian resident’s taxable income and must be paid in addition to their personal income tax.
- There are eight states in Australia and there are some variations in the terms of local employment laws.

Cultural Considerations

- Work-life balance is highly valued and so most workplaces offer flexible working patterns to fit around family and other commitments
- Workplace dress is usually smart casual or fully casual, depending on the industry/size of the business.
- Equality, inclusion and diversity underscore working life in Australia, so workplace hierarchies are typically very flat.
- Australian working life is friendly and sociable.

“With the mining industry so embedded in the Australian economy, Human Rights and Supply Chain Due Diligence has been a consideration for many years in Australia, given the sector’s history of rigid legislation. The consultancy market has grown massively as a result, with ESG a major growth area across many sectors.”

Adam Bond
Leonid Group

HUMAN RIGHTS

TITLE	SALARY RANGE (AUD)
Head of Human Rights (VP)	AUD 150,000 – AUD 235,000
Human Rights Specialist / Officer / Manager	AUD 75,000 – AUD 120,000

SUSTAINABILITY

TITLE	SALARY RANGE (AUD)
Chief Sustainability Officer (EVP/SVP)	AUD 185,000 – AUD 320,000
Head of Sustainability / ESG (VP)	AUD 145,000 – AUD 225,000
Senior Sustainability / ESG Manager	AUD 105,000 – AUD 155,000
Sustainability / ESG Manager	AUD 92,000 – AUD 128,000
Sustainability / ESG Officer	AUD 88,000 – AUD 115,000
Sustainability / ESG Analyst	AUD 72,000 – AUD 105,000

ESG REPORTING

TITLE	SALARY RANGE (AUD)
Head of ESG Reporting (VP)	AUD 125,000 – AUD 190,000
ESG Reporting Manager	AUD 93,000 – AUD 132,000
ESG Reporting Officer	AUD 71,000 – AUD 105,000



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CONCLUSION

2024 was a transformative year for ESG, sustainability and human rights, with multiple legislation changes and even more on the horizon as we progress through 2025.

Arguably the most crucial change was the passing of CS3D as law, which has led large businesses across Europe and beyond to re-think their team structures and be fully prepared for what lies ahead.

In spite of recent political upheavals and regulatory wrangling, 2025 has already witnessed a surge in hiring as businesses look to bolster their ESG, sustainability and human rights expertise and get ahead of the competition in the war for talent.

With the landscape changing, demand rising and the talent pool often niche and hard to reach, employers will benefit from partnering with an experienced and specialised search firm, in order to target sought-after ‘passive’ candidates who might not actively be looking.

At Leonid, we work globally and our consultants only handle a maximum of three roles at any time, to ensure we maximise our time in reaching out to our network and

screening potential candidates.

Unlike other search firms, we pledge to fill all open roles within 30 days of instruction, using our ‘[Magic Month](#)’ methodology.

To find out more, please get in touch with [Adam Bond](#) for a friendly and informal discussion.



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Ready to get in touch with us?

Leonid is a leading, international recruiter in ESG, sustainability and human rights – and all areas of corporate governance.

If you are looking to bolster your team, we can proactively seek out the best candidates and have them ready to join you within 30 days of instruction.

To find out more about Leonid's service, please visit our website:

www.leonid-group.com

Or, to request a meeting with our Head of ESG, Sustainability & Human Rights, Adam Bond, please email him directly:

adam@leonid-group.com

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