

Head of ESG

Do you thrive in developing and implementing initiatives and projects intended to make a positive and real impact on both the community and our environment?

Gubra is experiencing rapid growth these years and we are now looking for a Head of ESG. As our new Head of ESG you will act as the focal point for Gubra's ESG initiatives and projects. You will be reporting to our Chief Business Officer and work closely with the executive management team and all functions across Gubra. As Head of ESG you are expected to develop, implement, and execute projects related to Gubra's ESG strategy and vision.

Your responsibilities will include:

- **Drive implementation of ESG strategy** – Lead the execution of Gubra's ESG initiatives in close collaboration with the executive management team.
- **Project management & implementation** – Lead, scope, and implement ESG projects that align and support our ambitious ESG goals as well as manage existing ongoing projects.
- **SBTi commitment process** – Lead the process of committing to SBTi incl. target setting
- **Drive collaborative culture** – Lead and/or partake in various internal and external ESG activities e.g. our internal green panel, commute initiatives etc.
- **ESG integration & visibility** – Embed ESG principles into daily operations and enhance internal and external visibility of our sustainability efforts.
- **Annual ESG reporting** – Take ownership of Gubra's ESG reporting process, ensuring compliance with regulatory requirements and industry best practices.
- **Policy & Compliance** – Develop and implement strong ESG policies and guidelines to ensure readiness for ESG reporting in 2026.
- **Legislative Advisory** – Stay updated on ESG regulations and provide strategic guidance to management on compliance and emerging trends.

Key Requirements:

- Preferred experience of 3-5 years in a similar role with a track record of developing and executing ESG strategies.
- Experienced in leading and executing complex projects from planning to implementation with multiple stakeholders.
- Deep understanding of SBTi, ESG frameworks (such as CSRD, GHG, EU Taxonomy) and upcoming legislation.
- Ability to track, analyze, and report ESG performance using quantitative and qualitative data.
- Ability to embed ESG thinking into corporate culture and decision-making.
- Excellent communication skills and the ability to translate complex information into simple messages and concise communication materials, tailored for the right audience.
- A degree in sustainability, business, economics, environmental science, law, or a related field or equivalent experience.

Please apply no later than March 9, 2025 by uploading your motivated cover letter, resume and relevant diplomas on our website. If you have questions about the position, please contact Trine Nygaard Hamann, CBO, tnh@gubra.dk.

Please note that applications will be reviewed on an ongoing basis.

About Gubra

Gubra is an ambitious contract research organisation (CRO) and biotech company striving for excellence at all levels. We insist on doing things efficiently – and often differently – to achieve the results we aim for. Our vision is to become leaders in the fight for a healthier and more sustainable world. We do that by facilitating the discovery of new medicine, and by acting and inspiring others to fight the ongoing climate and biodiversity crises.

Gubra's activities are focused on the early stages of drug development and are organised in two highly synergistic business areas: CRO Services and Discovery & Partnerships (D&P). We generate our revenue by performing research for life science companies as well as by partnering projects from our discovery and development pipeline.

Our therapeutic focus is within metabolic and fibrotic diseases, and we specialize in in vivo

pharmacology, ex vivo assays, drug profiling, histology, stereology and whole brain and organ imaging. In addition, we offer a full palette of advanced transcriptomics. Our ML/AI-driven peptide drug discovery platform streamLine enables us to rapidly develop a peptide hit into a non-clinical candidate ready for development. Through a constant focus on high quality, scientific excellence, speed, and solid teamwork we have established ourselves as a highly professional and competent partner in the market.

People are our greatest asset, and our team consists of +260 employees all located in Hørsholm, Denmark. The mix of people from different cultures and educational backgrounds combined with our entrepreneurial mindset have greatly impacted our working environment, which is characterized by entrepreneurial drive, scientific curiosity, and teamwork – we join forces!

Check out www.gubra.dk for more inspiration.