

# Meet the ESG Controller

A Lens on What's Ahead



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# Part 1: Why?

When the SEC issued its proposed climate disclosure regulations in March 2022, the announcement was not unexpected. But it still hit an alarm bell, as many realized for the first time that sustainability data – a new class of non-financial data – would need to be reported. And that in turn meant it must be operationalized across the firm and prepared in a compliant manner. Without focused attention, there were new risks: Reporting, financial and reputational.

Quickly the situation called for an experienced leader, someone who could cut across organizational boundaries in short order. PwC, Deloitte, and others issued the call for an “ESG Controller.”

What is most interesting is not the specific role, but what tasks should be accomplished by the new leader or shared across a broader team. At the intersection of finance and sustainability, and at the crossroads of operations, reporting and compliance, the ESG Controller role encapsulates what every company must do as it addresses the new regulatory and accounting standards mandates.

*“Controllership can play a key role in navigating the nontraditional ESG landscape by spearheading the development of internal controls and governance. **We can model an ESG strategy and readiness plan through a Controllership lens – using regulatory operating models, digital enablers, and other strategic levers in the Controllership playbook.**”*

[Deloitte](#)

*“Ultimately, to meet the proposed new requirements, many businesses may need to transition to **investor-grade and tech-enabled reporting** to dramatically accelerate their climate change reporting processes, **while implementing effective governance and internal controls.**”*

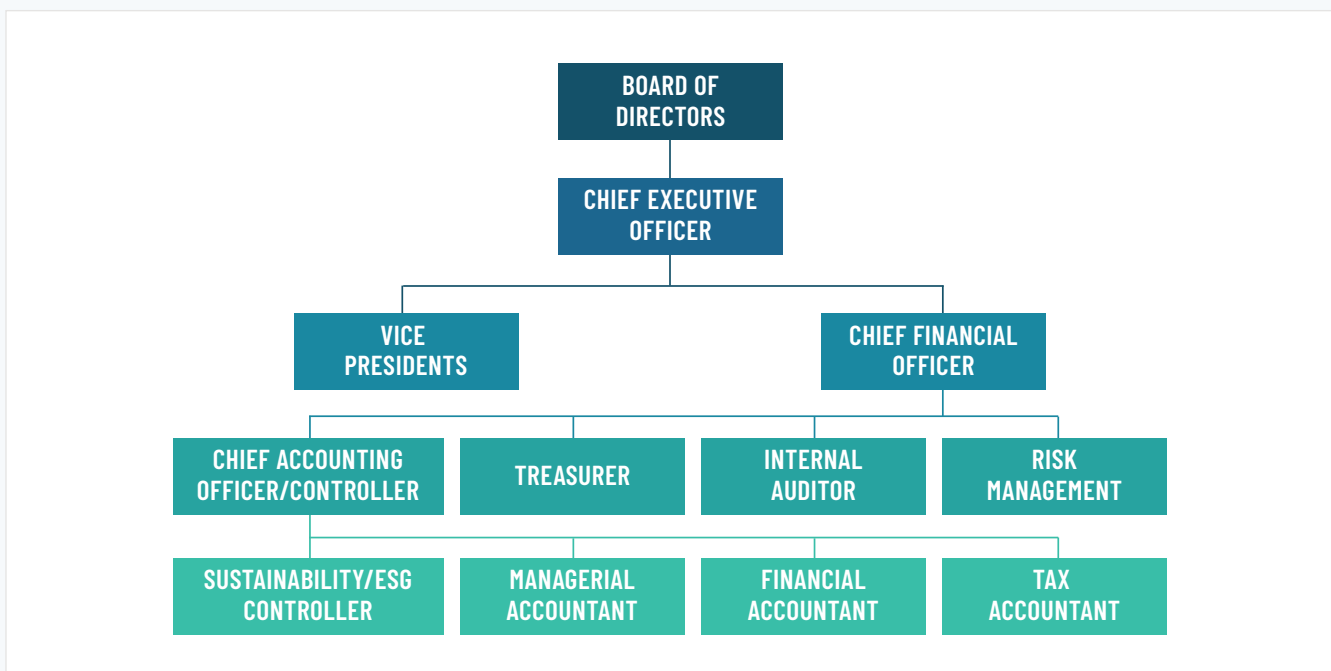
[PwC](#)

While the quotes shown on these pages may seem a bit lofty and aspirational, consider these hard-headed facts from [BDO](#) and [Deloitte](#):

- Most major banks now screen borrowers against ESG criteria
- 95% of PE funds use ESG criteria in due diligence
- 90% of insurers monitor ESG risk
- 99% of CFOs plan to increase ESG spending in 2023

In short, with capital access, corporate strategy and expenses in play, it is not surprising that CFOs would turn their attention to how to get the job done: Who is going to do it?

## The New Org Chart - Including the ESG Controller



*“The ESG Controller understands internal and external controls and processes to help deliver on the company’s ESG objectives. The position runs through the center of the organization, and is part of central reporting function”*

[PwC](#)

*“As financial reporting expands to include non-financial ESG metrics, CFOs must help shape ESG disclosures and define how the underlying data is captured and tracked. Finance leaders are best equipped to integrate these non-financial metrics into existing financial reporting processes.”*

[BDO](#)

# Part 2: Sample Job Descriptions



## Senior Manager, ESG Financial Planning & Reporting

8080 Norton Pkwy, Mentor, OH 44060, USA

📍 Employees can work remotely  
Full-time

### Job Description

Job responsibilities will include, but are not limited to:

**ESG Data Management:** Coordinate ESG data collection efforts (aligned with SASB and GRI) and issue company's ESG Download. Identify and implement actions to improve data collection process and integrity. Conduct an audit readiness assessment and ensure we have the appropriate control processes and procedures in place.

**ESG Reporting Framework:** Evaluate leading reporting frameworks (TCFD, <IR>), conduct gap assessment, and develop recommendations and reporting roadmap.

**Integrated Reporting:** Partner with our Corporate Financial Reporting and Communications teams to develop our annual integrated report. Continually benchmark our integrated report vs capital market peers and identify/recommend opportunities to enhance ESG transparency.

**ESG Performance Management:** Develop KPI scorecard for our 2030 sustainability goals and annual targets.

Other key planning and reporting responsibilities:

From thought pieces to job postings!

By December 2022 ESG Controller-type jobs were posted. Here's a few we found.



## ESG External Reporting Controller, Vice President

JPMorgan Chase & Co. · New York, NY (Hybrid) 3 days ago · 5 applicants

### Position Summary

As the Environmental, Social and Governance ("ESG") landscape evolves and becomes increasingly important to the firm, our LOB business activities and external stakeholders (clients, shareholders, regulators), **there is a need for a firm wide Controller Team** to drive end to end controls, consistency and accountability for ESG internal and external reporting processes across the firm. **The ESG External Reporting Controller - Vice President will report to the firm's ESG Controller.**

The external reporting function handles the oversight of the financial statements and management reporting by ensuring a sound control environment. In this role, you will ensure compliance with appropriate corporate and regulatory requirements, coordinate the preparation of voluntary and required ESG disclosures, as well as validate quantitative and qualitative data that supports the firm's ESG reporting.

### Job Responsibilities

The ideal candidate will work closely with ESG Controller in conjunction with LOB and Regional Controller teams across the firm:

- **Support Control Owner activities for all current Firm-wide ESG Commitments**, driving transparency and consistency in how commitments are set, tracked and controls supporting reporting including:
  - \$2.5T Sustainable Development Target
  - \$30B Racial Equity Commitment
  - 10 Year Paris -Aligned Financing Commitment
  - Operational Sustainability Commitment
- Participate in activities to support the preparation, review and assurance of over external ESG reporting and ensure consistency across reports and



## ESG Controller

170 West Tasman Dr. San Jose, CA 95134  
Hybrid – Full-Time

You will be Cisco's ESG Controller leading the Finance organization cross-functionally.

You join Cisco Finance at the Director level as part of the Controllershship organization **reporting directly to Cisco's Chief Accounting Officer.**

**Your responsibilities will span the entire Finance organization** and you will work closely with Cisco's Corporate Affairs, Legal, and the People, Process and Purpose organization as well as Engineering, Operations, and other functional teams across the company on Cisco's Environmental, Social and Governance (ESG) initiatives and commitments.

You will be a key leader in Cisco's ESG efforts. Cisco has a long history of social and environmental commitments. Delivering on important ESG goals is not just critical for society but also for our business. We believe that keeping these goals at the forefront

# Part 3: The ESG Controller Task List

Whether a single position, or a lens on tasks shared more broadly, here is the round up of what needs to get done

## ✓ Data Management

- Identify and implement actions to improve data collection process and integrity
- Conduct an audit readiness assessment
- Ensure we have the appropriate control processes and procedures in place

## ✓ External Reporting

- Evaluate requirements and standards
- Conduct gap assessment
- Develop reporting timelines and roadmap
- Prepare and respond to customer requests for sustainability reports and data
- Prepare and respond to sustainability reporting requirements in capital raises

## ✓ Integrated Financial-Sustainability Reporting

- Partner with Financial Controller and team to develop our annual integrated report
- Ensure that reduction plans are supported by detailed analysis and action plans and integrated into operational and financial planning processes
- Continually benchmark our integrated report vs capital market peers
- Identify/ recommend opportunities to enhance ESG transparency

## ✓ Impact Metrics

- Develop KPI scorecard for our 2030 sustainability goals and annual targets
- Forecast progress to goals
- Measure and monitor reduction plan for compliance with SBTi targets and customer requirements

## ✓ Governance

- Partner with our Chain of Certification process and audit committee to institute governance of sustainability reporting
- With attention to segregation of duties and appropriate information summaries at each stage

## ✓ Climate Risk

- Partner with Risk Management to identify climate risk exposures
- Develop data streams to measure
- Coordinate a menu of risk management and mitigation options

# Conclusion

Whether the inspiration for a new role or a lens on the tasks to be done, the ESG Controller encapsulates the operational, strategic and compliance agenda for sustainability within in the finance team. A skilled and experience professional, the ESG Controller needs accurate, actual sustainability data. Ad hoc estimates, data handling without governance and controls and undocumented manual data entry systems simply won't do. A new era requires sustainability data as rigorously prepared as financial data.

Ready to see what GLYNT can do for you and your company?  
Reach out to our team!

**GET IN TOUCH WITH GLYNT**



## ABOUT GLYNT

GLYNT is The Sustainability Data Company, producing investor-grade data for businesses around the world. Our audit-ready sustainability data enables accurate reporting, operational efficiencies and access to financial capital. With a purpose-built machine learning system, GLYNT is the automated solution for all types of water, waste, energy and emissions data. Speed work, lower costs, and power ESG, carbon accounting and other business systems with accurate, actual data from GLYNT. Learn more at [glynt.ai](https://glynt.ai)