

ESG interview questions for senior roles

This document contains ESG job interview questions that should be asked of someone applying for a senior environmental, social and governance (ESG) role.

Put all, or some, of these questions to candidates to understand their capabilities and expertise. They will allow you to understand what sort of leadership capabilities a candidate has alongside the expertise they bring to your organisation.

Personal information

Name:

Date:

Job applied for:



Interview questions

- **Are you a team player?**

- **What transferable skills do you have?**

- **What experience do you have in ESG and with ESG frameworks?**

- **What do you see as the three essential pillars of ESG?**

- **What ESG KPIs do you work towards in your current role?**

- **Give an example of an ESG-related challenge which you have faced and how you managed and resolved it? Do you relish accepting new challenges?**

- **How do you work under pressure?**

- **What ESG knowledge and skills can you bring to the company that another candidate couldn't?**

- **Give an example of a time you explained a complicated issue in a simple way?**

- **What ESG certifications do you hold?**

- **What knowledge do you have of the Global Reporting Initiative and the Task Force on Climate-Related Financial Disclosures reporting?**

- **What do you know about scope 1/2/3 emissions?**

- **Have you done any sustainability qualifications or training, and if so what have you done?**

- **What areas of sustainability do you least enjoy and why?**

- **What ESG issues currently most interest you and why?**



- **What issues would you say were most prevalent at the latest COP climate summit and how have and will these impact business?**

- **What are the sustainable development goals as laid out by the UN?**

- **How do you interpret big data, and how do you communicate this with others?**

- **How do you create the right culture and mindsets within a business, engage people and reinforce the right behaviours?**

