



Recruiters' approach to the climate crisis

Informing students of recruiters'
sustainability credentials.



July 2020
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Addressing climate change and sustainability issues responsibly



- More Student Union activism
- Dedicated academic units studying climate change
- Increased awareness of UN Strategic Development Goal (SDG) 13
- Opportunity for (leading) University Careers Services to take a lead ...
- ... while maintaining vital impartiality



Our engagement to date



- Four voluntary questions introduced in January
- Positive reaction from recruiters
 - Q1: 700+ “Yes” and 14 “No”
 - And from university colleagues
- When posting a vacancy, employers will be directed to these questions
- Students will be able to search / filter by employers’ answers

A graphic with a green leaf on the left side. It features the University of Oxford and The Careers Service logos. The main title is 'EMPLOYERS AND SUSTAINABILITY' in large, bold, green letters. Below the title is a paragraph of text explaining the initiative, and a final line stating that information will be available on CareerConnect.

EMPLOYERS AND SUSTAINABILITY

The University of Oxford Careers Service is actively exploring ways to help students make more informed decisions about organisations’ approaches to sustainability. For this reason, we have introduced a set of questions drawing on the Oxford Martin Principles for Climate-Conscious Investment aimed at recruiters, that allows students to find out more about their sustainability credentials. Students will be able to easily access an organisation’s stance on the climate crisis, its plan on how it will achieve Net-Zero by 2050 and remain profitable, and other relevant credentials in the area of sustainability.

All of the information above will be made available in the individual organisation profiles on CareerConnect.



Information to enable students to make informed decisions



The four questions.
Does your organisation ...

... recognise the climate crisis, agree with the science, and confirm that it will achieve [Net-Zero by 2050](#), or earlier?

... have a specific, publicly accessible plan, that lays out how it will achieve [Net-Zero by 2050](#) or earlier? (Provide web address if available)

... have a plan for how it will remain profitable while achieving [Net-Zero by 2050](#), or earlier?

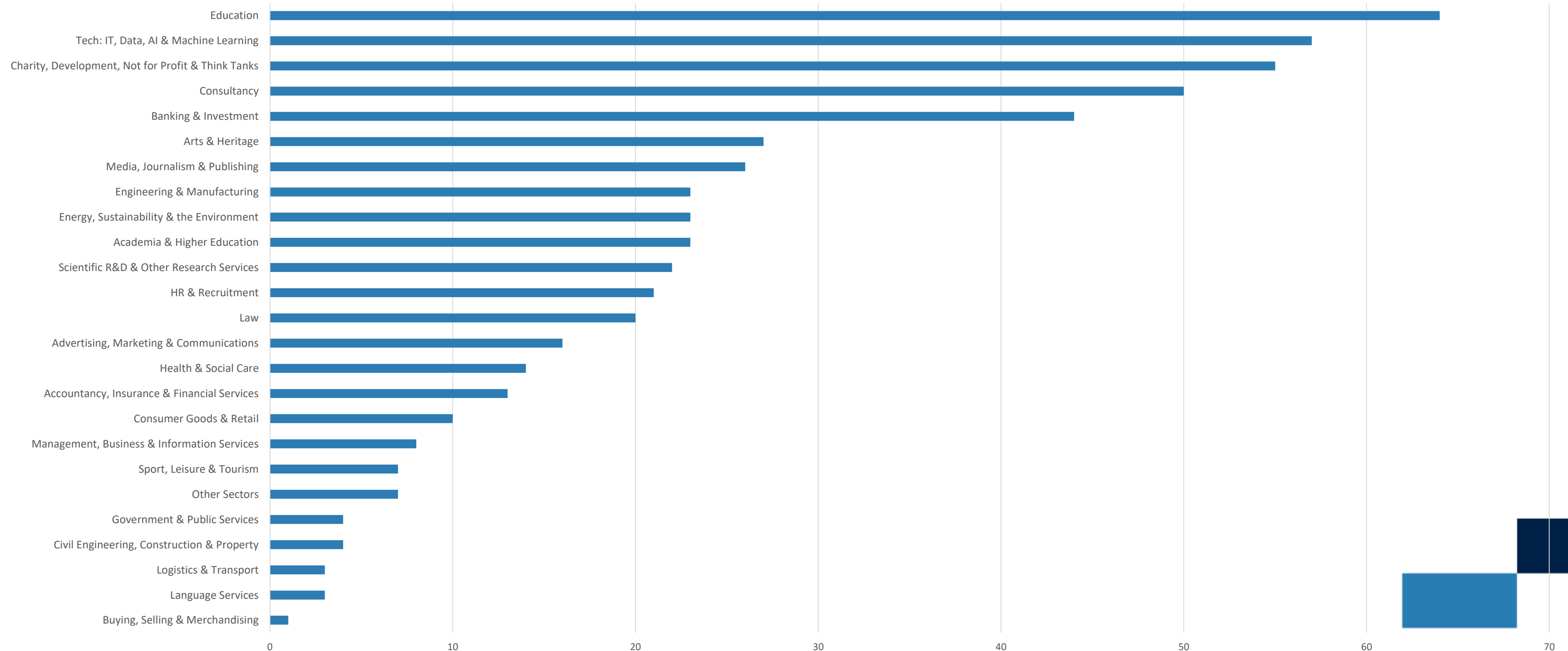
... have any other relevant credentials in the area of sustainability of which you'd like to ensure students are aware? (Eg, B-Corp, use of renewables, etc)



Positively-engaging recruiters are from all sectors



Number of Recruiters answering Y to Q1



So far, 75 employers answered Y to all 3 questions



Some examples

Accenture	Mars Inc.
Amazon EU	Opel Vauxhall Finance
AstraZeneca	PwC
BP	Siemens
CIBC	Sony Corporation
DB ESG	Standard Chartered Bank (China) Limited
EY-Parthenon	Stotles
Hilton	Tesco Supply Chain Development & Change
Hoare Lea	The Boston Consulting Group
Kearney	The Courtauld Institute of Art
Kellogg Brown & Root (KBR)	Unilever



Student press praised Careers – our approach supports University disinvestment policy

