



Job Description

position title: Sustainable Product Specialist Contract (15-month contract – Maternity Cover)
reports to: VP Global Sustainability (temporary)
department: Global Sustainability
status: Salaried

job summary/purpose:

Founded in Vancouver, Canada, lululemon is a technical athletic apparel company for yoga, running, training and most other sweaty pursuits. As dynamic and growing global brand, we invest in sustainable business impact to design the future we want to live in. Sustainable product is an emerging and core pillar of our overarching sustainable business strategy. It involves developing environmentally considered practices and programs that create value for our Collective and position our brand for a resilient future. Embracing sustainability as a practice, the Sustainable Product Specialist catalyzes impact through how we make product. This maternity cover contract role is involved in contributing to a next level of the strategy for this pillar, enrolling key people around the business, and driving initiatives that bring it to light.

There is no such thing as a typical day, but every day requires research, focus and coordination with internal partners. A week can range from managing cross functional initiatives like the Higg Index, ideating with White Space (the Innovation team) about future trends in apparel, meeting with manufacturers to map their approaches and capacities, reading technical life cycle assessments and data crunching to understand our current fabric footprint. You will work closely with the Product teams to integrate sustainability considerations at stages from raw material development to product development. Projects range from the simple (but juicy) low hanging fruit to the disruptive innovative blue sky ideas. Key to success are pragmatic focus while holding long term vision.

key responsibilities and duties include:

- project manage implementation of the **Higg Index** for our brand and supply chain
 - o understand and improve lululemon's sustainable business performance using the **Higg Brand module**, working with cross-functional stakeholders. Involves cross-functional coordination, internal education, response collection, analysis, developing and guiding annual and multi-year impact projects to improve our performance,
 - o roll out **Higg Index Facilities Environmental Module (FEM)** to our supply chain partners with robust and reliable data analysis and follow up,

- coordinate our **Material Sustainability Index (MSI)** and **Design and Development Modules (DDM)** pilots.
- support the development and delivery of our **sustainability product strategy**:
 - support development of lululemon’s unique point of view relative to product sustainability to create value for the planet and our brand; contribute to our innovation and sustainable business impact strategy,
 - conduct baseline assessments related to sustainable product, to gauge where we stand currently (e.g. topics such as marker, colour and print efficiency),
 - identify, coordinate and project manage cross-functional product sustainability initiatives and priorities, from short-term internal successes, to longer term program building, to education and engagement,
 - research and share best practices, progressive materials and product solutions.
- coordinate the development of our **preferred material roadmap**, including mapping current reality, identifying and project managing ongoing improvements,
- establish indicators and tracking mechanisms for all programs; report quantitative and qualitative progress on an ongoing basis,
- guide implementation of lululemon’s **sustainable packaging strategy**, working with project owners in Quality and Brand; enroll and educate stakeholders,
- conduct business cases and analysis for initiatives on an ongoing basis, as needed,
- explore **circular economy apparel innovations** for example:
 - post-consumer textile waste recycled into virgin quality yarn,
 - companies that are exploring closed-loop recycling techniques,
- build and maintain formal and informal external relationships and partnerships
- support education and communication; be a partner, resource and liaison to key Product teams.

competencies (knowledge, skills, attributes, traits) and qualifications:

- excellent communications and relationship building,
- 3-8 years of relevant experience within Sustainability and/or Product role,
- degree in environmental sciences; degree in product/design/product development is a highly regarded plus,
- understanding of key sustainability issues in apparel,
- project management and coordination (managing multiple projects and stakeholders),
- project implementation and delivery (**amazing** at follow up and follow through),
- problem solving by asking the great questions and defining the right problem,
- science based research,
- business case and strategy development.

other “must haves” – we’re on the lookout for someone who:

- **eligible Canadian working visa,**
- is a pragmatic self-starter, outgoing, approachable and brings great energy,
- lives and loves the lululemon culture and lifestyle,
- is self-aware, with a keen desire to learn and grow,
- is able to listen and learn, with an egoless nature,
- is an implementer; you want to roll up your sleeves and are not afraid of a blank page,
- has an entrepreneurial spirit, solutions orientation,
- earns credibility as a “go to” person others can count on.

nice to haves

- experience working in apparel/product/retail,
- textile / material science knowledge,
- life cycle analysis experience,
- higg implementation (Brand, FEM, DDM and MSI).

location

- Vancouver, BC, Canada.