



Manager, Corporate and Retail Sustainability (Global)

Who we are

lululemon is a yoga-inspired technical apparel company up to big things. The practice and philosophy of yoga informs our overall purpose to elevate the world through the power of practice. We are proud to be a growing global company with locations all around the world, from Vancouver to Shanghai, and places in between. We owe our success to our innovative product, our emphasis on our stores, our commitment to our people, and the incredible connections we get to make in every community we are in.

About this team

Sustainability and Impact at lululemon is a holistic practice of mindful choices that is integrated in everything we do, from creating vision for the future, to day to day operations. Sustainability and Impact is a global function that leads initiatives to create positive social and environmental impact, and embeds these in our culture and operations. As a result, lululemon is innovative and purpose-driven creating value for our brand, our community and society. This role leads one of four focus areas, which are corporate+retail operations, product, supply chain, and community.

A day in the life:

As Manager of Corporate and Retail Sustainability, you lead a small and mighty global team and partner with key functions across the business to develop leading sustainability initiatives and embed these in how we work. You know that change happens through clear goals, exceptional partnership, and the right mix of leadership aspiration and execution. As a savvy, experienced implementer, you love nothing more than achieving progress, readily prioritizing opportunities and thinking through strategies to make it easy for others to engage and shine. Corporate and Retail Sustainability focuses primarily on climate and energy, circularity and waste, as well as EPR and retail related regulatory expectations. Your primary cross functional partners include Store Design+Development, Retail, Distribution+Logistics, Brand+Community, Visual Merchandising, Facilities, Legal, Planning+Allocations, Procurement, Operational Excellence, Finance, among other. A day in the life? Few days are the same, yet you thrive on bringing solutions, driving outcomes and supporting others.

Key objectives of this role include:

- inspiring, leading and managing a small global team of experts, and contributing to leadership within the function,
- contributing to lululemon's enterprise level Impact Agenda and managing the creation Corporate and Retail Sustainability strategy, goals and roadmaps; drawing on your expertise and strategic approach, knowledge of rapidly changing industry trends, expectations and innovations,
- leading the execution of Corporate and Retail Sustainability Strategy, goals and roadmap,
- developing science-informed solutions that work within our business and drive clear and measurable benefit,
- working at all levels to build internal understanding of global trends and alignment with our roadmap; understand business landscape to drive outcomes and evolve global initiatives,
- building business cases to engage support and resources,
- implementing, project managing and guiding initiatives; keeping everyone all on track to bring projects across the finish line on budget,
- advising and supporting global cross-functional partners through content expertise, coaching and tools; being a trusted partner and "go to" person for business leaders,
- developing metrics, tracking and reporting performance, and evolving management systems toward continual improvement, and
- driving and supporting the development and delivery of education, engagement and training materials for Educators and cross functional partners, including a system of retail outreach.



Qualifications:

- 7+ years of work experience in relevant business sustainability, in mid to large business contexts, with experience in apparel and retail.
- Experience in leading people and managing teams.
- Post-secondary degree that includes environmental, business and other sustainability related. Appropriate Masters/MBA a bonus.
- Demonstrated expertise and passion for corporate environmental (and social) issues, on top of trends, applied strategies and desire to learn. Exceptional science-based research.
- Exceptional at communication, building trusted interpersonal relationships, and facilitation and negotiation. Exceptional written and presentation skills. You are capable of distilling and communicating complicated information in an interesting, accessible and relevant way across all levels of the business.
- Project management guru with the ability to manage and oversee multiple complex projects, diverse stakeholders, prioritize time and tasks, and lead and follow through to outcomes. You are known for your follow through, an operator who makes things happen, across functions.
- You are a self-starter, and proactively identify and solve problems.
- Experience in business case development, for simple and complex projects with varying levels of ROI and direct / indirect business benefit.
- Strong external network to draw expertise and partnership for collaborative outcomes.
- Exceptional analytical mind, with attention to detail.
- Proven ability to work in a fast-paced, changing environment, and effectively manage and meet multiple deadlines.
- Demonstrated creative problem solver, taking a methodological and solutions approach. You ask good questions to understand issues and generate workable solutions.

Must haves:

- Eligible Canadian working visa, to live and work in Vancouver, BC.
- Fluent in written and spoken English.
- Lives and loves the lululemon culture and lifestyle.
- Passion to roll up your sleeves and get into the work. A day at the DC lights you up.
- Team player, fostering connection and putting people first to build trusted relationship.
- Driven to produce results. You are not afraid of a blank page.
- Earn credibility as a “go-to” person that others are inspired by and can count on.
- Acknowledges the presence of choice in every moment and takes personal responsibility for their life.
- Possesses an entrepreneurial spirit, solutions orientation and ability to persevere, and continuously innovates to achieve great results.
- Communicates with honesty and kindness, and creates the space for others to do the same.
- Leads with courage, knowing the possibility of greatness is bigger than the fear of failure.
- Integrates fun and joy as a way of being and working, aka doesn't take themselves too seriously.

Nice to haves:

- Experience with Higg Index, RILA, Sustainable Packaging Coalition, and other industry and leadership initiatives.

Phase One – Before Engaging with Candidate

Job Description



NOTE: Only those applicants under consideration will be contacted. Please accept our utmost appreciation for your interest. lululemon is an Equal Employment Opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, creed, age, sex, gender, sexual orientation, national origin, religion, marital status, medical condition, physical or mental disability, military service, pregnancy, childbirth and related medical conditions or any other classification protected by federal, state or provincial and local laws and ordinances. Reasonable accommodation is available for qualified individuals with disabilities, upon request. This Equal Employment Opportunity policy applies to all practices relating to recruitment and hiring, compensation, benefits, discipline, transfer, termination and all other terms and conditions of employment. While management is primarily responsible for seeing that lululemon equal employment opportunity policies are implemented, you share in the responsibility for assuring that, by your personal actions, the policies are effective.