

CS29 Sustainability and Circular Economy Specialist

Disclaimer

These Occupational Frameworks and Skill Profiles have been developed as workforce planning, occupational mapping and skills reference resources for the Australian textile, clothing and footwear (TCF) industry. They are intended to describe the typical functions, responsibilities, skills and capabilities associated with occupations across the industry.

These documents are not intended to replace or override industrial instruments or employment arrangements, including awards, enterprise agreements, employment contracts, position descriptions, classification structures, licensing or regulatory requirements, or other statutory obligations. Where differences arise, the relevant industrial, legislative or regulatory requirements take precedence. The Skill Profiles should be used as complementary reference documents to support workforce planning, career development, training and skills recognition.

1. Job role

TCF sub-sector	Cross sector
Job role	CS29 Sustainability and Circular Economy Specialist
Job role description	Supports sustainability initiatives across TCF production operations to improve environmental performance, responsible sourcing and circular economy practices. The role works with production, supply chain and management teams to monitor environmental impacts, implement sustainability programs and ensure compliance with relevant regulations and industry standards. Sustainability Officers contribute to reducing waste, improving resource efficiency, supporting ethical sourcing and reporting sustainability performance for internal management, customers and regulatory requirements.
Performance expectations	• Support implementation of sustainability initiatives in production operations. • Monitor environmental performance including waste, energy and water use. • Ensure compliance with environmental regulations and sustainability standards. • Support development of circular economy practices including repair and recycling. • Maintain sustainability reporting and documentation. • Assist with supplier sustainability compliance and responsible sourcing programs. • Support staff awareness of sustainability practices. • Contribute to continuous improvement of environmental performance.
Specialisation	Environmental performance monitoring, sustainable materials management, circular economy initiatives, responsible sourcing and sustainability reporting in textile, clothing and footwear manufacturing.

Application in other TCF sectors	The skills described in this profile are transferable across multiple sectors of the textile, clothing and footwear industry and may also be applied in other manufacturing and product-based industries where similar capabilities are required.
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2. Key tasks and critical work functions

Key tasks	• Monitor environmental performance indicators such as energy, water and waste. • Support implementation of sustainability programs in production operations. • Maintain sustainability documentation and compliance records. • Assist with supplier sustainability verification and reporting. • Support waste reduction and recycling initiatives. • Collect and analyse sustainability data. • Assist with preparation of sustainability reports. • Promote sustainable practices within production teams.
Critical work functions	• Ensuring compliance with environmental regulations. • Supporting reduction of environmental impacts from production activities. • Improving resource efficiency in manufacturing processes. • Supporting responsible sourcing and supply chain transparency. • Providing reliable sustainability data for reporting. • Promoting sustainable production practices within the organisation.

3. Technical skills

Environmental monitoring	Track energy, water and waste performance in manufacturing.
Sustainability reporting	Prepare sustainability and Environmental, Social and Governance (ESG) reports.
Resource efficiency analysis	Identify opportunities to reduce waste and resource use.
Compliance management	Ensure compliance with environmental regulations and standards.
Sustainable materials knowledge	Understand sustainable textiles and materials.
Supply chain sustainability	Support responsible sourcing and supplier monitoring.
Data analysis	Analyse environmental and sustainability data.
Documentation systems	Maintain sustainability records and compliance documentation.

4. Generic Skills

Analytical thinking	Interpret environmental performance data.
Communication	Promote sustainability practices across teams.
Problem solving	Identify solutions to reduce environmental impacts.
Collaboration	Work with production, supply chain and management staff.

Organisation	Maintain structured sustainability documentation.
Initiative	Identify opportunities for sustainability improvements.

5. Emerging skills

Emerging skills	• Life cycle assessment of textile and apparel products. • Carbon footprint measurement and reporting. • Traceability systems for sustainable supply chains. • Circular economy product design and recycling systems. • Digital sustainability data management systems. • Sustainable material certification systems.
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6. VET Qualifications and Skill Sets

Entry-level preparation	MSS40122 Certificate IV in Sustainable Operations or equivalent.
Advanced development	MSS50122 Diploma of Sustainable Operations or equivalent.

7. Job progression

Possible job progression	Environmental Assistant → Sustainability Officer → Sustainability Manager → Director – Sustainability or ESG.
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8. Classification

Australian Qualifications Framework	AQF Level 4-6.
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 1.
Open Source Classification of Occupations for Australia (OSCA)	223999 Information and organisation professionals nec.



Skills Insight is a Jobs and Skills Council funded by the Australian Government Department of Employment and Workplace Relations.