

CS69 Environmental Performance Planner

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	CS69 Environmental Performance Planner
Job role description	Plans, monitors and improves environmental performance across TCF operations, focusing on resource efficiency, emissions reduction and compliance with environmental standards. The role develops environmental strategies, tracks performance metrics (water, energy, waste), supports reporting requirements and works with production, engineering and supply chain teams to implement sustainable practices and continuous improvement initiatives.
Performance expectations	- Developing and implementing environmental performance plans. - Monitoring key environmental metrics (water, energy, emissions). - Ensuring compliance with environmental regulations and standards. - Supporting sustainability targets and Environmental, Social and Governance (ESG) reporting. - Identifying opportunities to improve resource efficiency. - Coordinating environmental initiatives across operations. - Maintaining accurate environmental data and reporting systems. - Supporting audits and regulatory inspections. - Collaborating with cross-functional teams. - Promoting environmental awareness and best practices.
Specialisation	Sustainability planning, ESG reporting, carbon management, water efficiency, waste reduction, environmental compliance.
Application in other TCF sectors	- Textile manufacturing supporting water and energy management. - Apparel production supporting sustainable processes. - Footwear production supporting material and energy efficiency.

	• Leather goods production supporting chemical and waste management. • Dry cleaning and laundry supporting water and chemical optimisation. • Technical textiles supporting environmental compliance. • Manufacturing industries supporting sustainability systems.
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2. Key tasks and critical work functions

Key tasks	• Developing environmental performance plans and targets. • Collecting and analysing environmental data. • Monitoring water, energy and waste usage. • Preparing sustainability and compliance reports. • Coordinating environmental improvement projects. • Supporting audits and regulatory compliance. • Engaging stakeholders across operations. • Tracking progress against environmental KPIs.
Critical work functions	• Ensuring accuracy of environmental data and reporting. • Maintaining compliance with regulations and standards. • Driving improvements in resource efficiency. • Supporting organisational sustainability goals. • Coordinating cross-functional environmental initiatives. • Identifying risks and improvement opportunities. • Ensuring transparency in environmental performance.

3. Technical skills

Environmental data analysis	Collecting and interpreting environmental performance data.
Sustainability reporting	Preparing ESG and compliance reports.
Regulatory compliance	Applying environmental regulations and standards.
Resource efficiency	Analysing and improving water, energy and material use.
Carbon and emissions tracking	Monitoring and reporting emissions data.
Project coordination	Managing environmental improvement initiatives.
Data systems	Using digital systems for tracking and reporting.

4. Generic Skills

Analytical thinking	Interpreting data and identifying trends.
Problem solving	Developing solutions for environmental challenges.
Communication	Reporting and engaging with stakeholders.
Organisation	Managing multiple projects and data streams.
Attention to detail	Ensuring accuracy in reporting.
Collaboration	Working across teams.

5. Emerging skills

Emerging skills	• Using digital sustainability platforms and analytics tools. • Applying circular economy principles. • Integrating environmental metrics into production systems. • Using AI and predictive analytics for sustainability. • Supporting net-zero and carbon reduction strategies. • Implementing real-time environmental monitoring 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 → Environmental Performance Planner → Sustainability Manager → Head of Sustainability.
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8. Classification

Australian Qualifications Framework	AQF Level 4-5.
Australian Bureau of Statistics (ABS) Skill Levels	Skill Level 1.
Open Source Classification of Occupations for Australia (OSCA)	149331 Environmental Manager.



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