



## Job tenders for the Matrix Development Team

- ➔ Product Lead Matrix 6.0
- ➔ Core-Team Member and Editor
- ➔ Product Lead „ECG+VSME“
- ➔ Product Support ECG+VSME
- ➔ Product Lead „ECG+ESRS“
- ➔ Product Support „ECG+ESRS“
- ➔ Stakeholder Circle Lead
- ➔ IT Bridge

The evolution of the ECG, its growth around the world, as well as the new demands and expectations both internally and externally, make it essential to professionalise the current structures, teams and processes in order to contribute to achieving our vision: "Transforming the economy".

The Matrix Development Team (MDT) is a Hub of the Economy of Common Good (ECONGOOD) responsible for defining, developing and updating the "heart" of the ECG-Matrix and adapting it to external requirements and international sustainability standards.

The improvements and further development of the Matrix will be based on:

- new regulatory requirements and market challenges (e.g. EU CSRD, internationalization, digitalization)
- feedback from companies, consultants, auditors etc.
- ongoing improvement process of the MDT (Matrix Development Team)

In order to achieve this goal, the MDT is reorganising and professionalizing its structure and is looking for different kind of profiles to join the team.

# Job tender

## „MDT Product Lead Matrix 6.0“



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### Job Overview and Mission „Product Lead - Matrix 6.0“

We are seeking an experienced and passionate Product Manager to join our innovative Matrix team.

This role is essential for driving the development of our Matrix Development and ensuring alignment with our core values of sustainability and ECG (Economy for the Common Good) frameworks.

The successful candidate will have a pivotal role in integrating these values into our products and leading a team committed to continuously improving our offerings.

### General responsibilities

#### Development and Alignment:

- Lead the development and refinement of the ECG reporting framework.
- Collaborate with relevant stakeholders to ensure the framework reflects best practices and addresses user needs.

#### Content Management and Maintenance:

- Oversee the maintenance of Matrix content, ensuring its accuracy, timeliness, and relevance.
- Facilitate regular updates to adapt to evolving best practices, regulatory changes, and stakeholder expectations.
- Manage a content creation process that incorporates diverse perspectives and expertise.

#### Stakeholder Engagement:

- Work closely with various stakeholders, including companies, investors, and regulators, to collect feedback and align the Matrix with their requirements.
- Proactively engage with the community to promote the framework and increase its usage.

### Requirements and skills

- **ESG Data Analysis:** Proven experience in analysing and reporting ESG data.
- **Matrix Knowledge:** Familiarity with the Matrix's structure and applications.
- **ESG Reporting:** Understanding of ESG standards and stakeholder expectations.
- **Product Development:** Experience in product development, UX design, and content management.
- **Sustainability Frameworks:** Knowledge of frameworks like GRI and SASB.
- **Analytical Skill:** Ability to generate insights from complex data.
- **Communication:** Excellent verbal and written English skills.
- **Attention to Detail:** High focus on accuracy and consistency.

### About ECONGOOD

The Economy for the Common Good (ECONGOOD) is an economic model, which makes the Common Good, a good life for everyone on a healthy planet, its primary goal and purpose.

At the heart of this concept lies the idea that value-driven businesses are mindful of and committed to: Human Dignity; Solidarity and Social Justice; Environmental Sustainability; Transparency & Co-Determination.

The International Federation for the Economy for the Common Good e. V. is the international umbrella organisation to support the ECG movement on a global perspective.

It is a grassroots volunteer movement organised into local chapters as well as regional and national associations.

### Working conditions

Contract Type:	Service contract (*)
Workplace:	100% remote or at the ECG office in Hamburg
Working hours:	5 hours / week
Start:	July 2024 (exact date to be confirmed)

Project Duration	July 2024 - June 2025
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*(\*) Salary **may differ significantly** due to personal aspects in accordance to ECG salary model and due to the purchase power and living wages outside central Europe.*

### Contractor

International Federation for the Economy for the Common Good e. V., Hamburg  
federation-office@ecogood.org

### Applications

Be part of our movement and an awesome team of staff and volunteers and help working for an economy designed to promote a better life for people and planet.

To apply for this position please send a CV and a supporting statement outlining your experience and suitability for the role to [ulrike.reimann@ecogood.org](mailto:ulrike.reimann@ecogood.org) by the 10th of June 2024.

Please add “MDT Lead Matrix 6.0 ” in the subject.

ECG welcomes applications from those who are under-represented in society.

Interviews will be held online.

# Job tender

## „MDT Core-Team Member and Editor“



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- new regulatory requirements and market challenges (e.g. EU CSRD, internationalization, digitalization)
- feedback from companies, consultants, auditors etc.
- ongoing improvement process of the MDT (Matrix Development Team)

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### Job Overview and Mission „MDT Core-Team Member and Editor“

We are seeking a Matrix Development Team Member and Editor to lead and enhance the content for a specific section of the Matrix/Workbook. This role involves conducting research in collaboration with stakeholder groups, proposing structural and content changes, and integrating stakeholder feedback to develop and refine the final content. The successful candidate will stay informed on strategic decisions and work closely with other editors to ensure consistency across the Matrix/Workbook.

### General responsibilities

- Lead and develop content for a specific section of the Matrix/Workbook.
- Conduct research in collaboration with stakeholder groups to identify relevant information for assigned topics.
- Propose structural and content changes to improve the Matrix/Workbook.
- Develop and deliver the final content for their assigned section.
- Stay up-to-date on strategic decisions affecting the project.
- Collaborate with other editors to ensure consistency and harmonization across the entire Matrix/Workbook.
- Attend meetings with stakeholders to gather feedback and ensure alignment with project goals.
- Manage feedback loops and implement agreed-upon changes to content.
- Integrate knowledge and expertise from stakeholders into the Matrix/Workbook.
- Build consensus among stakeholders on content and structure.

### Requirements and skills

**Subject Matter Expertise:** Strong understanding of the Matrix/Workbook content areas.

**Content Development:** Excellent writing and editing skills for clear, concise content creation.

**Project Management:** Proficient in planning, organizing, and tracking project progress.

**Collaboration and Communication:** Skilled in building rapport and facilitating discussions with diverse stakeholders.

**Problem-Solving and Critical Thinking:** Ability to identify and address content inconsistencies or gaps.

**Stakeholder Management:** Effective at engaging international stakeholders and building consensus.

**Adaptability and Flexibility:** Capable of managing multiple tasks and adapting to changing priorities.

**Time Management:** Efficient in meeting deadlines.

**Broad Knowledge of the ECG Matrix and Basic CSRD/ESRS Knowledge:** Familiar with sustainability reporting standards.

**Digital Proficiency and Team Collaboration:** Fluent in English, adept at using digital tools, and effective in team settings

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### Working conditions

Contract Type:	Service contract (*)
Workplace:	100% remote or at the ECG office in Hamburg
Working hours:	8 hours / week
Start:	July 2024 (exact date to be confirmed)

Project Duration	July 2024 - June 2025
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Please add “MDT\_Core\_Team ” in the subject.

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# Job tender

## „MDT Product Lead „ECG+VSME“



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### Job Overview and Mission „MDT Product Lead ECG+VSME“

We are actively seeking a Product Manager to lead the development of a comprehensive reporting solution aimed at integrating the VSME standard by EFRAG and the Common Good Balance Sheet (CGBS), which is the current ECG-reporting format. This pivotal role will guide the adaptation of our processes and content to meet these standards effectively.

#### General responsibilities

##### Review and Assessment:

- Leading a review of Matrix 5.1 content for VSME integration feasibility.
- Analyzing benefits and challenges of the integration.
- Collaborating for additional information gathering.

##### Decision-Making and Solution Development:

- Deciding on either a combined ECG+VSME report or separate reports.
- Developing rationale for the chosen option and outlining necessary structural changes.

##### Adaptation and Implementation:

- Leading the adaptation of themes and aspects within the Matrix/Workbook.
- Involves revising structure, numeration, and integrating VSME content.
- Delegating tasks for efficient adaptation.

##### Launch and Communication:

- Developing a launch plan for the new reporting solution.
- Communicating changes and new approaches to stakeholders.

#### Requirements and skills

##### Specialized Knowledge:

- Familiarity with Common Good Balance Sheet (CGBS) and VSME standards.
- Comprehensive understanding of the ECG Matrix and basic knowledge of CSRD/ESRS.

##### Professional Skills:

- Proficient in product development, including user needs assessment and solution design.
- Strong analytical abilities to evaluate complex information and integration feasibility.
- Capable of making informed decisions and effectively planning and managing projects.

##### Communication and Collaboration:

- Excellent communication skills, both written and verbal, in English.
- Ability to work collaboratively, particularly in managing tasks with support personnel and engaging with stakeholders.

##### Additional Qualifications:

- Attention to detail with a focus on accuracy and consistency.
- Experience in project management and using digital tools.
- Demonstrated ability to work effectively as part of a team.

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#### Working conditions

Contract Type:	Service contract (*)
Workplace:	100% remote or at the ECG office in Hamburg
Working hours:	10 hours / week
Start:	July 2024 (exact date to be confirmed)

Project Duration	July 2024 - April 2025
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# Job tender

## „MDT Product Support ECG+VSME“



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### Job Overview and Mission „MDT Product Lead ECG+VSME“

We are seeking a diligent Support Specialist to work closely with our Product Manager on the forefront of integrating sustainability and ethical reporting standards. This role is central to enhancing our reporting solutions by incorporating the VSME standard by EFRAG and the Common Good Balance Sheet (CGBS). The successful candidate will be deeply involved in reviewing, adapting, and implementing changes necessary to meet these standards, ensuring our processes are not only compliant but also lead the way in corporate sustainability.

#### General responsibilities

##### Review and Assessment:

- Assist in the comprehensive review of Matrix 5.1 content, focusing on the integration of VSME standards.
- Support the analysis of potential benefits and challenges of this integration.
- Facilitate additional information gathering through collaboration with internal and external stakeholders.

##### Decision-Making and Solution Development:

- Aid in the decision-making process regarding the structure of reporting— whether to combine ECG and VSME or keep them separate.
- Help develop the rationale for chosen options and outline the necessary structural changes.

##### Adaptation and Implementation:

- Support the lead in the adaptation of themes and aspects within the Matrix/ Workbook.
- Assist in revising the structure and numeration and in integrating VSME content.
- Manage and delegate tasks efficiently to ensure smooth adaptation processes.

##### Launch and Communication:

- Collaborate in developing a launch plan for the new reporting solution.
- Assist in communicating changes and new approaches to all stakeholders, ensuring clarity and alignment.

#### Requirements and skills

##### Specialized Knowledge:

- Familiarity with Common Good Balance Sheet (CGBS) and VSME standards is essential.
- Comprehensive understanding of the ECG Matrix and basic knowledge of CSRD/ESRS.

##### Professional Skills:

- Proficiency in supporting complex product development processes, particularly in user needs assessment and solution design.
- Strong analytical skills to support the evaluation of complex information and integration feasibility.
- Capability to support informed decision-making and effective project management.

##### Communication and Collaboration:

- Excellent communication skills, both written and verbal English, to support findings, proposals, and solutions to a diverse stakeholder group.
- Proven ability to work collaboratively and effectively in managing tasks with support personnel and engaging with stakeholders.

##### Additional Qualifications:

- A keen attention to detail with a focus on maintaining accuracy and consistency in all project phases.
- Experience in project management and proficiency in using digital tools.
- Demonstrated ability to work effectively as part of a team, supporting the lead and facilitating project success. Demonstrated ability to work effectively as part of a team.
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#### Working conditions

Contract Type:	Service contract (*)
Workplace:	100% remote or at the ECG office in Hamburg
Working hours:	5 hours / week
Start:	July 2024 (exact date to be confirmed)

Project Duration	July 2024 - April 2025
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## MDT Product Lead „ECG+ESRS“



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### Job Overview and Mission „MDT Product Lead ECG+ESRS“

We are seeking an experienced Product Manager to spearhead the development of an innovative software solution designed to enhance the ESG (Environmental, Social, and Governance) reporting. This role involves harnessing the established XBRL taxonomy from the Environmental and Social Reporting Standard (ESRS) and integrating the pioneering "ECG Taxonomy" to refine and advance ESG reporting methodologies. The aim is to streamline reporting processes for companies, thereby boosting corporate accountability. This position is ideal for someone passionate about leveraging technology to make a significant impact in the realm of corporate sustainability.

### General responsibilities

- In-depth familiarity with the existing CGBS structure and content.
- Strong understanding of ESRS requirements and their implications for stakeholders.
- Proficient in product management, including user needs assessment, solution design, and integration feasibility analysis.
- Strong analytical and problem-solving skills, with the ability to assess integration challenges and devise effective solutions.
- Decisive, capable of making informed decisions based on detailed data analysis and stakeholder feedback.
- Experienced in project management, skilled at planning, organizing, and delegating within a volunteer-driven environment.
- Excellent communication skills, adept at articulating findings, proposals, and solutions to a variety of stakeholders.
- Effective collaborator, able to engage and secure stakeholder buy-in and participation in the integration process.
- Exceptional attention to detail, ensuring accuracy and consistency in adapting the Matrix/Workbook structure.
- Build consensus among stakeholders on content and structure.

### Requirements and skills

#### Review and Assessment:

- Lead the comprehensive review of Matrix 5.1, focusing on integrating ESRS requirements into the CGBS.
- Analyze integration benefits and challenges, and gather additional stakeholder input for a complete understanding.

#### Analyze reporting points and the quality of current reporting processes.

- Decision-Making and Solution Development:
- Determine the feasibility of a combined ECG+ESRS report or alternative solutions, supporting the decision with a strong rationale.

#### Develop and adjust the initial data structure to better align with integration goals.

- Conduct a double materiality analysis to prioritize matrix adjustments based on stakeholder and company impact.
- Design and plan necessary structural changes to the Matrix/Workbook.

#### Adaptation and Implementation:

- Revise the structure and content of the Matrix/Workbook to include ESRS requirements, adjusting reporting questions, verification indicators, evaluation levels, and tools.
- Analyze potential tools and technologies that could facilitate the updated reporting process.
- Pilot a taxonomy model to test the practical implementation of the new framework.

#### Launch and Communication:

- Develop and execute a plan to launch the combined ECG+ESRS solution, including a cohesive tool and unified report.
- Clearly communicate the final taxonomy, strategy, and structural changes to all relevant stakeholders, ensuring transparency and alignment.
- Excellent verbal and written English skills.

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### Working conditions

Contract Type:	Service contract (*)
Workplace:	100% remote or at the ECG office in Hamburg
Working hours:	15 hours / week
Start:	July 2024 (exact date to be confirmed)

Project Duration	July 2024 - December 2024
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### Job Overview and Mission „MDT Product Support ECG+ESRS“

We are seeking a dedicated Support Specialist to assist our Product Manager in the development of a software solution aimed at enhancing ESG (Environmental, Social, and Governance) reporting. This vital role supports the integration of the XBRL taxonomy from the Environmental and Social Reporting Standard (ESRS) with the innovative 'ECG Taxonomy' to revolutionize ESG reporting methodologies. The Support Specialist will be instrumental in refining the reporting processes, aiding in the enhancement of corporate accountability. This position is perfect for someone with a keen interest in technology and sustainability, eager to contribute significantly to the evolution of corporate sustainability practices

### General responsibilities

#### Administrative Support:

- Assist with the organisation of meetings, documentation, and communication within the team and with external stakeholders.
- Maintain project timelines, deadlines, and deliverables to ensure the project stays on track.

#### Technical Assistance:

- Provide detailed support in reviewing the Matrix 5.1 content, focusing specifically on technical aspects that might impact feasibility and integration of ESRS and VSME requirements.
- Support the analysis and adaptation of the Matrix/Workbook structure under the guidance of the Product Lead.

#### Stakeholder Engagement:

- Act as a liaison between the Product Lead and other stakeholders to collect and relay feedback and inputs.
- Facilitate stakeholder engagement by preparing materials for discussions and ensuring stakeholders are informed and prepared for meetings.

#### Data Management and Reporting:

- Manage and organize all data collected during the review and assessment phase, ensuring it is accessible and well-documented for further analysis.
- Assist in preparing reports and presentations that outline findings, progress, and solutions.

#### Implementation Support:

- Support the pilot implementation of taxonomy models, including setup, monitoring, and adjustments based on initial feedback.
- Aid in the practical deployment of tools and technologies identified for the updated reporting process

#### Communication and Documentation:

- Help draft communications and updates for internal and external dissemination, ensuring clarity and consistency in messaging.
- Document all changes, decisions, and rationales thoroughly to maintain a clear record of the project evolution for future reference.

### Requirements and skills

**Analytical Skills:** Able to assist in breaking down complex problems and support detailed analysis of integration benefits and challenges.

**Organizational Skills:** Strong capability in managing multiple tasks and priorities, crucial for keeping the project aligned with timelines.

**Technical Proficiency:** Understanding of ESG reporting, XBRL taxonomy, and Matrix/Workbook structures would be highly beneficial.

**Communication Skills:** Excellent at both written and verbal communication in English, essential for effective collaboration and stakeholder engagement.

**Attention to Detail:** Precision in handling data, documents, and project details to ensure high standards are maintained throughout the project lifecycle.



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### Working conditions

Contract Type:	Service contract (*)
Workplace:	100% remote or at the ECG office in Hamburg
Working hours:	6 hours / week
Start:	July 2024 (exact date to be confirmed)

Project Duration	July 2024 - December 2024
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# Job tender

## „MDT Stakeholder Circle Lead“

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### Job Overview and Mission „Stakeholder Circle Lead“

We are looking for Stakeholder Leads who will be managing stakeholder engagement and facilitating decision-making. The ideal candidate for this position will possess a robust set of skills centered around effective stakeholder engagement, facilitation, and project management.

### General responsibilities

- Organize and lead stakeholder meetings, preparing agendas and facilitating inclusive discussions.
- Build and maintain positive relationships with a diverse range of stakeholders, addressing concerns promptly.
- Guide stakeholders towards consensus-based decisions on project content and structure.
- Manage conflicts constructively and document meeting outcomes and action items.
- Analyze stakeholder feedback to inform and improve project deliverables.
- Propose and refine project changes based on stakeholder input.
- Collaborate regularly with core team members to ensure project alignment and consistency across themes.

### Requirements and skills

**Facilitation Skills:** Strong ability to guide discussions and ensure effective participation.

**Communication Abilities:** Excellent writing, speaking, and active listening skills.

**Interpersonal Skills:** Advanced ability to build rapport and trust with diverse stakeholders.

**Problem-Solving:** Proficient in resolving conflicts and addressing challenges.

**Organizational Skills:** Effective in managing time, schedules, and meeting logistics.

**ECG Matrix and CSRD/ESRS Knowledge:** Understanding of the ECG Matrix and basic CSRD/ESRS principles.

**Fluency in English:** Clear and adaptable communication in English.

**Teamwork:** Experience in collaborative projects and effective use of digital tools.



### About ECONGOOD

The Economy for the Common Good (ECONGOOD) is an economic model, which makes the Common Good, a good life for everyone on a healthy planet, its primary goal and purpose.

At the heart of this concept lies the idea that value-driven businesses are mindful of and committed to: Human Dignity; Solidarity and Social Justice; Environmental Sustainability; Transparency & Co-Determination.

The International Federation for the Economy for the Common Good e. V. is the international umbrella organisation to support the ECG movement on a global perspective.

It is a grassroots volunteer movement organised into local chapters as well as regional and national associations.

### Working conditions

Contract Type:	Service contract (*)
Workplace:	100% remote or at the ECG office in Hamburg
Working hours:	2 hours / week
Start:	July 2024 (exact date to be confirmed)

Project Duration	July 2024 - June 2025
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*(\*) Salary **may differ significantly** due to personal aspects in accordance to ECG salary model and due to the purchase power and living wages outside central Europe.*

### Contractor

International Federation for the Economy for the Common Good e. V., Hamburg  
federation-office@ecogood.org

### Applications

Be part of our movement and an awesome team of staff and volunteers and help working for an economy designed to promote a better life for people and planet.

To apply for this position please send a CV and a supporting statement outlining your experience and suitability for the role to [ulrike.reimann@ecogood.org](mailto:ulrike.reimann@ecogood.org) by the 10th of June 2024.

Please add “MDT Stakeholder-Lead ” in the subject.

ECG welcomes applications from those who are under-represented in society.

Interviews will be held online.



# Job tender

## MDT “IT Bridge Specialist / Developer (Node.js/PHP)”



The evolution of the ECG, its growth around the world, as well as the new demands and expectations both internally and externally, make it essential to professionalise the current structures, teams and processes in order to contribute to achieving our vision: "Transforming the economy".

The Matrix Development Team (MDT) is a Hub of the Economy of Common Good (ECONGOOD) responsible for defining, developing and updating the “heart” of the ECG-Matrix and adapting it to external requirements and international sustainability standards.

The improvements and further development of the Matrix will be based on:

- new regulatory requirements and market challenges (e.g. EU CSRD, internationalization, digitalization)
- feedback from companies, consultants, auditors etc.
- ongoing improvement process of the MDT (Matrix Development Team)

In order to achieve this goal, the MDT is reorganising and professionalizing its structure and is looking for different kind of profiles to join the team.

### Job Overview and Mission “IT Bridge Specialist / Developer (Node.js/PHP)”

We are looking for an IT expert to join the Matrix team in order to drive forward the digitalisation of the Matrix and also to examine further digital developments of the Matrix.

The role is to communicate the requirements of the MDT to the IT and to act as an link person and contact for IT issues.

### General responsibilities

#### Requirements Gathering and Prioritization:

- Collaborate with the MDT to document and analyse software needs, translating them into actionable features, prioritising by business value, and maintaining development roadmaps.

#### Communication and Documentation:

- Ensure seamless communication across teams and stakeholders, documenting product visions and criteria, and updating on progress through various communication channels.
- Update stakeholders on progress through various communication methods.

#### Content Management and Functionality Ownership:

- Oversee the integration and management of content-related features for applications.

#### Testing and Collaboration:

- Coordinate testing efforts with stakeholders, addressing any discrepancies through proactive communication.

#### Impediment Management:

- Identify and tackle issues that might hinder progress in utilising IT tools like Gitea, Confluence

### Requirements and skills

#### Technical Skills:

- Proficiency in Node.js and/or PHP is required.
- Familiarity with GIT, and experience with applications such as Workbook, Reporting, and Calculating are beneficial.
- Knowledge in content-related areas like CSRD, weighting, and relevance filtering would be advantageous.

#### Soft Skills:

- Strong communication, stakeholder management, and problem-solving abilities.
- Experience with Scrum and basic software development processes.

#### Communication

- Excellent verbal and written English skills.

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### Working conditions

Contract Type:	Service contract (*)
Workplace:	100% remote or at the ECG office in Hamburg
Working hours:	8 hours / week
Start:	July 2024 (exact date to be confirmed)

Project Duration	July 2024 - June 2025
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Please add “MDT IT Bridge ” in the subject.

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