



sequa gGmbH is a globally operating non-profit development organisation. Since 1991 sequa has carried out programmes and projects of international cooperation in close collaboration with the German private sector. sequa offers know-how and long-term experience in capacity development for chambers and associations (BMOs), vocational education and training, private sector development and trade promotion. The organisation is based in Bonn, Germany. sequa employs more than 100 persons (2025) and reported a turnover of EUR 60 m in 2023.

As of 01.10.2025 we are looking for a

Short-term expert in Sustainability- Environment, Social & Governance “ESG” (m/f/d)

Location: virtual

Assignment Period: 10/2025 – 08/2026 (we intend to conclude a frame-contract with a budget of days)

Project: Import Promotion Desk

The Project

Together with the German Wholesale, Foreign Trade and Services Association (BGA) and other partners, we are implementing the "Import Promotion Desk (IPD)" project. The project gives small and medium-sized enterprises from the partner countries access to the European market and supports them in establishing trade relations.

The aim is to integrate the partner countries into global trade and thus make a contribution to sustainable economic development in these countries. The IPD is funded by the German Federal Ministry for Economic Cooperation and Development (BMZ). The IPD is part of the "Partners in Transformation - Business & Development Network", in which BMZ's activities for economic actors are organised.

Your Tasks

As sustainability becomes increasingly important in both legal and regulatory frameworks within the European Union and its member states, as well as in response to shifting customer preferences and buyer requirements, small and medium-sized enterprises (SMEs) in developing countries and emerging markets that export to Europe are facing greater pressure to demonstrate their compliance with these new sustainability standards. In some industries, sustainability certifications are already mandatory. New and upcoming legislation on social and environmental due diligence will, in the future, lead to exclusion from the market for SMEs that fail to adapt to the changing business environment.

To help SMEs in the IPD programme meet new buyers and legal requirements, the IPD offers trainings to raise awareness and explain key sustainability concepts, focusing on environmental, social, and governance (ESG) due diligence. Additionally, the IPD assists exporters in identifying and addressing risks within their operations, as well as in developing policies, codes of conduct, and action plans to strengthen and strategically organize their sustainability efforts. In collaboration with the IPD ESG team, the short-term expert will be expected to:

- Develop and carry out (virtual) trainings to raise awareness on sustainability-related topics among the IPD target group;
- Introduce SMEs to the most important European and international frameworks and legislation on sustainability;
- Support and guide SMEs in the process using the IPD ESG-tool:
 - Assessing where the companies stand regarding sustainability;
 - Identifying risks within their business;
 - Developing an action plan to address those risks; and
 - Developing written policies, codes of conduct and/or a ESG strategy.
- Support SMEs in taking concrete first steps to implement their respective action plans and strategy and monitor progress of implementation.

Your Profile

- Extensive professional experience in ESG and Sustainable Supply Chain in one or more of the IPD sectors: Fresh Fruit and Vegetables, Natural Ingredients for Food, Cosmetics and Pharmaceuticals, Cut Flowers and/or ITO.
- Sound knowledge of European and international frameworks and initiatives (e.g., German Supply Chain Act, EU Corporate Sustainability Due Diligence, EU Deforestation Due Diligence, UNGP & UN Global Compact, etc.).
- Proven expertise in environmental and social certification schemes (e.g., Rainforest Alliance, ETI, Organic, Fair for Life, Fair Trade, FSC, SMETA).
- Ability to work on complex topics such as ESG and sustainability with different stakeholders in a comprehensive manner and provide practical solutions for challenges in the everyday business life of SMEs.
- Willingness to work as part of a team with various stakeholders and partners under complex conditions.
- Capability and flexibility to use various IT tools (e.g., MS Teams, Zoom) and willingness to adhere to the respective usage guidelines.
- Excellent written and spoken English, and ideally knowledge of another language from the IPD partner countries (e.g., French, Spanish, Ukrainian, Arabic, etc.).
- Strong communication and presentation skills.
- No conflict of interest with counterparts, partner organizations (e.g., German sector associations, other import promotion programs), or other target groups (e.g., German/European importers or exporters from IPD partner countries).

Our offer

We offer you the opportunity to work in an extremely committed team in an international environment and a responsible area of responsibility with short decision-making processes.

Please send us a cover letter, your CV, your suggested daily rate, and relevant references. Subject to comparable qualification, handicapped persons will be preferred. Please send your application to Nicole Schauer: schauer@importpromotiondesk.de