



Would you like to join a global, growing company that innovates for a more sustainable tomorrow? UPM could be the team for you. We are frontrunners in developing renewable alternatives to fossil-based materials. Besides enabling both businesses and consumers to make more sustainable choices, we strive to create a positive UPM experience for all our employees around the world. We live by our values – trust and be trusted, achieve together, renew with courage. Join us in creating a future beyond fossils!

We are now looking for a

Senior Specialist Product Sustainability (m/f/d)

in UPM Biorefining Marketing, Sustainability and Communications team. This is a fixed-term position until September 2026. The preferred location for the position is Leuna, Germany, or Helsinki, Finland. Other UPM locations in Europe can also be considered.

Greetings from your future manager

Welcome to join our sustainability team, where your expertise will directly contribute to UPM Biorefining's product sustainability goals. In this role, you will be at the forefront of managing and developing our footprint data and greenhouse gas (GHG) compliance as well as helping us deliver credible, science-based sustainability value to our customers and stakeholders. I look forward to welcoming you to our team! – Liisa Ranta, Director Sustainability and Market Development

What you will do

- Lead product footprint assessments by conducting life cycle calculations, managing related environmental data with accuracy and consistency, as well as guiding external partners
- Own greenhouse gas (GHG) accounting and compliance, providing expert input to support energy management initiatives and operational efficiency improvements
- Enhance the sustainability value proposition of our products by evolving our approach to footprint data and sustainability attribute management
- Ensure compliance with regulatory requirements and factual accuracy in GHG reporting
- Provide regulatory analysis and insights to support our advocacy activities
- Support customer engagement and sales efforts by contributing sustainability expertise and insights in the area of footprint calculations, that align with client expectations and market trends
- Act as a subject matter expert in carbon and environmental footprinting, representing the company in internal working groups and external sustainability networks

Who you are

- Minimum 3-5 years of relevant experience in sustainability, carbon accounting, or environmental data management
- Proven experience with the latest GHG accounting and climate target-setting standards (e.g., GHG Protocol, ISO 14064, SBTi)
- Experience in product footprinting methodologies and standards (e.g., ISO 14067, LCA, PEF, Together for Sustainability, RED GHG accounting) and tools (e.g., GaBi, SimaPro, OpenLCA)
- Strong analytical skills and proficiency in footprint calculations at product and corporate levels
- Familiarity with energy and emissions data and the ability to provide insights for operational optimization
- Experience with data management systems, sustainability reporting platforms, and Excel or data analytics tools
- Understanding of regulatory frameworks and voluntary standards related to sustainability claims and Emission Trading Scheme (ETS)
- Ability to translate complex sustainability data into clear, actionable insights for internal and external stakeholders
- Strong presentation and communication skills, with the ability to represent the company in external sustainability networks
- Detail-oriented with a commitment to data accuracy, compliance, and continuous improvement

This is what we offer to you

- **A meaningful job:** We have an inspiring purpose – "We renew the everyday for a future beyond fossils". Our work is impactful and transformative.
- **A caring community:** Our community is built on great team spirit and shared commitment. We care about each other and the well-being of our colleagues. We support the work-life balance of all our employees.
- **Development opportunities:** We offer you great opportunities to learn and grow throughout your career. We are an international, multi-business organization offering plenty of avenues for personal growth.
- **Responsible employer:** Sustainability is at the core of everything we do. We are committed to ambitious, science-based sustainability targets in all areas, from climate change mitigation to enhancing biodiversity. We foster diversity and inclusivity, offering a work environment in which everyone can be themselves.

Additional information

For more information, please contact Liisa Ranta, Director Sustainability and Market Development, Biochemicals & Biofuels at liisa.ranta@upm.com or tel. +358405829338.

Please apply and attach your CV and cover letter. Please note that we will go through the applications already during the application period and may invite candidates for interviews already before the end of the application period.

[Apply now](#)

For support with submitting your application, please contact the HR Service Center at careers@upm.com or tel. +4949634011522 for Germany or +358405472832 for Finland.

Please note that we accept only applications submitted through our online application system.

Learn about our [Rewarding](#) and our [Ways of working](#).

For UPM positions located in Finland, a security background check may be performed for those selected in accordance with the company recruitment guidelines and the Security Clearance Act 726/2014.

UPM Biorefining spearheads UPM's growth to become a global renewable fuels and chemicals leader, enabling the defossilization of entire value chains. A transformation at this scale is needed to establish an effective response to our planet's biggest challenge: climate change. Building on sustainable feedstock from forest industry side streams and climate value biomass, we scale novel technologies into a platform of biorefineries addressing the growing market demand for renewable chemicals, materials as well as transport and aviation fuels. The portfolio of biorefineries includes the operating facility in Lappeenranta (Finland), producing renewable fuels and naphtha since 2015, the Leuna biorefinery (Germany), starting up by the end of 2024, producing biochemicals including renewable glycols and Renewable Functional Fillers (RFF) as well as a potential third biorefinery currently under evaluation in Rotterdam (The Netherlands).

UPM is a material solutions company, renewing products and entire value chains with an extensive portfolio of renewable fibres, advanced materials, decarbonization solutions, and communication papers. Our performance in sustainability has been recognized by third parties, including EcoVadis and the Dow Jones Sustainability Indices. We operate globally and employ approximately 15,800 people worldwide, with annual sales of approximately €10.3 billion. Our shares are listed on Nasdaq Helsinki Ltd.
UPM – we renew the everyday.

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