

# Sustainability regulatory affairs manager

Drives regulatory compliance and sustainability strategy for consumer chemical products and companies. Ensures formulations and packaging comply with chemical safety laws, monitors regulations, and supports product reformulation for biodegradability and circularity. Coordinates ESG reporting and substantiates green claims while working closely with R&D, supply chain, and regulatory bodies, supports clients in navigating evolving sustainability frameworks and contributes to the company's strategic positioning on circular economy and product policy.

[<ESCO Mapping> - <link to ESCO \(European Skills, Competences, Qualifications and Occupations\)>](#)

ID	NAME	Concept URI
2619.12	Regulatory affairs manager	<a href="http://data.europa.eu/esco/occupation/779d13be-60b4-48f3-a339-fe483be96c7f">http://data.europa.eu/esco/occupation/779d13be-60b4-48f3-a339-fe483be96c7f</a>
213.8	Sustainability manager	<a href="http://data.europa.eu/esco/occupation/2cf2b905-3308-4b5d-8e8d-633fc7a3f3ce">http://data.europa.eu/esco/occupation/2cf2b905-3308-4b5d-8e8d-633fc7a3f3ce</a>
1219.2	Corporate social responsibility manager	<a href="http://data.europa.eu/esco/occupation/1313aeea-63a9-4b4d-82d1-dbe00ff9ed10">http://data.europa.eu/esco/occupation/1313aeea-63a9-4b4d-82d1-dbe00ff9ed10</a>
1213.7	Health safety and environmental manager	<a href="http://data.europa.eu/esco/occupation/57e87533-e523-4ee5-bf21-94a39fcc279b">http://data.europa.eu/esco/occupation/57e87533-e523-4ee5-bf21-94a39fcc279b</a>

## Context

<b>EQF Levels</b>	6/7
<b>Departments</b>	Regulatory affairs/Product Stewardship Sustainability (ESG) R&D (Research and Development) Intellectual, Legal Marketing HSE (Health, Safety and Environmental) Public Affairs
<b>Profile Sectors</b>	Home care and cleaning products, Personal care and cosmetics, biocides, packaging, fragrance, pet care in the consumer chemicals sector

## Green Competences

Name	Type	Description	Level	ESCO
Environmental legislation	Knowledge	<ul style="list-style-type: none"> <li>- Understanding of EU and international environmental laws regulating chemicals, packaging, biodegradability, emissions, and waste.</li> <li>- Applies regulatory requirements (REACH, CLP, Waste Framework Directive, Packaging Regulation, Green Claims) to ensure products meet compliance and sustainability targets.</li> </ul>	3	Adapted from ESCO: <a href="http://data.europa.eu/esco/skill/6f5850ea-5785-4e2c-b062-743066fd5bdb">http://data.europa.eu/esco/skill/6f5850ea-5785-4e2c-b062-743066fd5bdb</a>
Circular economy	Knowledge	<ul style="list-style-type: none"> <li>- The circular economy aims to keep materials and products in use for as long as possible, extracting the maximum value from them while in use and recycling them at the end of their life cycle. It improves resource efficiency and helps to reduce the demand for virgin materials.</li> <li>- Guides product reformulation, packaging redesign, and sustainability strategy using circularity indicators.</li> </ul>	2	Complemented from ESCO: <a href="http://data.europa.eu/esco/skill/22c45bf7-e52b-475f-847b-c32a87f65a5d">http://data.europa.eu/esco/skill/22c45bf7-e52b-475f-847b-c32a87f65a5d</a>
Environmental management systems (EMS)	Skill	<ul style="list-style-type: none"> <li>- Develop and implement an environmental management system. Supports ESG reporting, impact assessments, and design-for-environment practices.</li> </ul>	2	Complemented from ESCO: <a href="http://data.europa.eu/esco/skill/b13e0689-636d-42d0-86c3-df9d6f85a882">http://data.europa.eu/esco/skill/b13e0689-636d-42d0-86c3-df9d6f85a882</a>

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Sustainability assessment methods	Skill	<ul style="list-style-type: none"> <li>- Using carbon footprinting, toxicity profiling, biodegradability assessments.</li> <li>- Supports safe &amp; sustainable by design decision-making and regulatory dossiers.</li> </ul>	2	Not in ESCO
Advise on sustainability solutions	Skill	<ul style="list-style-type: none"> <li>- Advise companies on solutions to develop sustainable production processes, improve material efficiency and reuse and reduce carbon footprint.</li> </ul>	2	<a href="http://data.europa.eu/esco/skill/dbef5042-4b99-4e6f-b2ed-1d33b07b3ed6">http://data.europa.eu/esco/skill/dbef5042-4b99-4e6f-b2ed-1d33b07b3ed6</a>

### Digital Competences

Name	Type	Description	Level	ESCO
Regulatory databases & chemical management IT tools	Skill	<ul style="list-style-type: none"> <li>- Ability to use digital systems for SDS management, REACH dossiers, exposure scenarios. Use software tools for managing and organising data in a structured environment which consists of attributes, tables and relationships in order to query and modify the stored data.</li> <li>- Prepares compliance documentation and performs regulatory checks.</li> </ul>	2	Adapted from ESCO: <a href="http://data.europa.eu/esco/skill/4463a721-69f3-413d-8321-43e3af13a4f1">http://data.europa.eu/esco/skill/4463a721-69f3-413d-8321-43e3af13a4f1</a>
Data analysis for sustainability reporting	Skill	<ul style="list-style-type: none"> <li>- Use of digital tools to collect, process, and validate ESG metrics.</li> <li>- Supports CSRD-aligned reporting and KPI monitoring.</li> </ul>	2	Adapted from ESCO: <a href="http://data.europa.eu/esco/skill/2b92a5b2-6758-4ee3-9fb4-b6387a55cc8f">http://data.europa.eu/esco/skill/2b92a5b2-6758-4ee3-9fb4-b6387a55cc8f</a>
Life-cycle assessment software	Knowledge	<ul style="list-style-type: none"> <li>- The sequence of steps, such as planning, creating, testing and deploying and the models for the development and life-cycle management of a system.</li> <li>- Use of tools such as GaBi, SimaPro.</li> <li>- Performs environmental impact calculations and eco-design assessments.</li> </ul>	2	Complemented from ESCO: <a href="http://data.europa.eu/esco/skill/09f2f811-a3fb-4de3-a70f-6420a6935575">http://data.europa.eu/esco/skill/09f2f811-a3fb-4de3-a70f-6420a6935575</a>

## SSbD (Safe and Sustainable by Design Chemicals)

Name	Type	Description	Level	ESCO
Hazard assessment for chemicals	Knowledge	<ul style="list-style-type: none"> <li>- Toxicology, ecotoxicology, biodegradation criteria.</li> <li>- Supports substitution, reformulation, risk management, and innovation pipelines.</li> </ul>	3	Not in ESCO
Risk management measures design	Knowledge	<ul style="list-style-type: none"> <li>- The process of identifying, assessing, and prioritising of all types of risks and where they could come from, such as natural causes, legal changes, or uncertainty in any given context, and the methods for dealing with risks effectively.</li> <li>- Implementing technical and organisational controls.</li> <li>- Ensures product safety and compliance with safety data and exposure guidelines.</li> </ul>	2	Complemented from ESCO: <a href="http://data.europa.eu/esco/skill/6eff134b-e34f-4d6e-a6e8-5e47cf2228d0">http://data.europa.eu/esco/skill/6eff134b-e34f-4d6e-a6e8-5e47cf2228d0</a>
Sustainable product design	Skill	<ul style="list-style-type: none"> <li>- Integration of safety, circularity, and environmental performance in early R&amp;D.</li> <li>- Guides R&amp;D teams in SSbD criteria and early-stage innovation.</li> </ul>	2	Not in ESCO

## Transversal Competences

Name	Type	Description/Context	Level	ESCO
Stakeholder communication	Skill	<ul style="list-style-type: none"> <li>- Communicating regulatory and sustainability topics to internal and external actors.</li> <li>- Coordinates with regulators, clients, R&amp;D, marketing, and supply chain.</li> </ul>	3	Not in ESCO
Project management	Skill	<ul style="list-style-type: none"> <li>- Planning and managing multi-stakeholder regulatory and sustainability projects.</li> <li>- Leads compliance and sustainability implementation processes.</li> </ul>	2	Adapted from ESCO: <a href="http://data.europa.eu/esco/skill/7111b95d-0ce3-441a-9d92-4c75d05c4388">http://data.europa.eu/esco/skill/7111b95d-0ce3-441a-9d92-4c75d05c4388</a>

Analytical and critical thinking	Competence	<ul style="list-style-type: none"> <li>- Ability to interpret scientific, regulatory, and environmental data. Produce thoughts using logic and reasoning in order to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.</li> <li>- Supports decision-making in compliance, safety, and sustainability strategy.</li> </ul>	3	Adapted from ESCO: <a href="http://data.europa.eu/esco/skill/4707da90-9cfc-46ca-8de0-38a0b7bfb137">http://data.europa.eu/esco/skill/4707da90-9cfc-46ca-8de0-38a0b7bfb137</a>
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### Sector Specific

Name	Type	Description/Context	Level	ESCO
Knowledge of chemical product regulations	Knowledge	<ul style="list-style-type: none"> <li>- The offered chemical products, their functionalities, properties and legal and regulatory requirements.</li> <li>- REACH, CLP, BPR, Cosmetics, Detergent Regulation, Packaging.</li> <li>- Ensures consumer chemical products meet all compliance requirements.</li> </ul>	3	Complemented from ESCO: <a href="http://data.europa.eu/esco/skill/2aff15fb-1c24-42b5-89ca-17696df25370">http://data.europa.eu/esco/skill/2aff15fb-1c24-42b5-89ca-17696df25370</a>
Formulation knowledge (detergents, cosmetics, biocides)	Knowledge	<ul style="list-style-type: none"> <li>- Understanding of ingredient safety, interactions, and properties.</li> <li>- Supports reformulation, hazard minimisation, and sustainability improvements.</li> </ul>	2	Not in ESCO
ESG and sustainability reporting standards	Knowledge	<ul style="list-style-type: none"> <li>- The sector specific (CSRD, ESRS, GRI, sector-specific KPIs) standardised reporting framework that enable organisations to quantify and communicate about their environmental, social and governance impact.</li> <li>- Coordinates sustainability disclosures and assures data quality.</li> </ul>	2	Adapted from ESCO: <a href="http://data.europa.eu/esco/skill/4300b453-9bcf-474c-9ee3-92ec2229720c">http://data.europa.eu/esco/skill/4300b453-9bcf-474c-9ee3-92ec2229720c</a>

### Other

Name	Type	Description	Level	ESCO
Regulatory monitoring & foresight	Skill	<ul style="list-style-type: none"> <li>- Tracking EU and global policy trends impacting chemicals and sustainability.</li> </ul>	2	Not in ESCO

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		<ul style="list-style-type: none"> <li>- Anticipates regulatory risks and opportunities for strategic positioning.</li> </ul>		
Documentation and dossier preparation	Skill	<ul style="list-style-type: none"> <li>- Preparing technical files, safety dossiers, and compliance documentation.</li> <li>- Supports submissions under REACH, biocides, and product regulations.</li> </ul>	3	Not in ESCO