



ESG (Environmental, Social and Governance) Analyst

Location: Onshore Aberdeen, opportunity for hybrid working

Salary: Competitive

Date Posted: Thursday, 4 June 2026

Closing Date: Thursday 2 July 2026

### **The Role**

As ESG Analyst, you will be at the heart of how Serica Energy brings its values to life through responsible, sustainable operations. Supporting our ESG function, you will help ensure that strong governance, environmental stewardship and social responsibility are embedded into how we work every day — protecting value and building long-term trust.

You will play a key role in enabling clear and transparent communication, supporting the delivery of high-quality ESG reporting and disclosures. By working with data and stakeholders across the business, you will help translate complex information into meaningful insights that inform decisions and demonstrate our progress externally.

Collaboration sits at the core of this role. You will engage with colleagues across our onshore and offshore teams, as well as external partners and communities, building trusted relationships grounded in respect. Through your work with ESG committees and initiatives, you will help create alignment, encourage participation and strengthen our collective impact.

We are committed to continuous learning, and you will contribute by staying informed on emerging ESG trends, frameworks and expectations. You will bring curiosity and a proactive mindset, helping the business evolve its approach while identifying opportunities to improve performance and strengthen our ESG culture.

You will be trusted to take ownership of your work, delivering with pace and attention to detail. With that comes a strong focus on empowerment and accountability — ensuring that ESG data is robust, initiatives are effectively coordinated, and commitments are translated into tangible outcomes across the organisation.

### **What we are looking for in potential candidates:**

We are seeking a motivated and collaborative ESG professional who is passionate about driving meaningful change and embedding responsible practices across a complex operating environment.

### **Key Responsibilities**

- Support the delivery of ESG reporting and disclosures, ensuring high-quality data collation and validation
- Contribute to ESG governance activities, including materiality assessments, emissions reporting and audit support
- Coordinate and support ESG committees, driving engagement and cross-functional collaboration
- Build strong relationships with internal stakeholders and external partners to deliver ESG initiatives

- Develop clear and engaging internal communications to promote ESG progress and awareness
- Monitor emerging ESG trends and provide informed input to strengthen Serica's approach

### **Experience & Qualifications**

- Degree level qualification or equivalent relevant experience
- Strong understanding of ESG frameworks, reporting standards and regulatory landscape
- Experience in data analysis, management and visualisation
- Ability to communicate complex information clearly and effectively
- Proactive, adaptable and delivery-focused approach
- Passion for environmental and social responsibility with a commitment to continuous improvement

### **Our Culture**

Serica offers the opportunity to be part of a busy, vibrant working environment with a strong culture rooted in mutual respect and trust.

We are passionate about building an inclusive culture that attracts and encourages diversity. We want our employees to feel that they can bring their true self to work, as we recognise the potential that this unlocks and the value that it brings.

We have created an environment that puts people at the heart of everything we do, based on a shared set of values. This means not just doing the essentials of looking after everyone's health, safety and wellbeing but their development, their sense of belonging and their success. Only by making our values a real part of everyday life at Serica can we achieve our goals and grow as individuals and together.

In real terms this means being truly supportive of the things that matter to our people.

### **Next Steps**

If, having read the information above, you would be interested in a conversation to take things forward, the next step is to contact [Lachlan.nicholson@orioneng.com](mailto:Lachlan.nicholson@orioneng.com) at Serica's Recruitment Partner, The Orion Group.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at [marketing@orioneng.com](mailto:marketing@orioneng.com). Further information on how your data is used can be found in their [Privacy Policy](#).

## JOB DESCRIPTION

<b>Job Title:</b>	ESG (Environmental, Social and Governance) Analyst
<b>Staff/Contractor</b>	Staff or Contractor Position
<b>Department:</b>	ESG
<b>Onshore/Offshore:</b>	Onshore
<b>Location:</b>	Aberdeen or London – opportunity for Hybrid working
<b>Reports to:</b>	Senior ESG Analyst

<b>Role Purpose</b>	
<i>Write a short description of the role below:</i>	
<p>The ESG function serves our business by reducing risk, protecting and growing value of the company through driving responsible operations that align with our environmental goals, sense of social responsibility, and governance standards, ultimately securing trust, investment, and longer-term viability.</p> <p>As our organisation grows, the ESG Analyst role will play an increasingly important part in supporting Serica’s approach to Environmental Stewardship, Social Responsibility and Strong Governance.</p> <p>The role will be integral to supporting the Company’s external ESG disclosures and building momentum and driving engagement across the Company’s staff-led Committees and the wider organisation.</p> <p>This role supports the collation and validation of data in aid of delivering Serica’s ESG disclosures. The ESG Analyst will also regularly interact with staff and contractors across its onshore and offshore sites to implement ESG initiatives and programmes as well as maintaining and forming new relationships with external organisations and community groups. The role will also support internal communication relating to ESG activities to inspire and recognise tangible positive progress.</p>	

<b>Areas of Responsibility</b>	
<b>Geographical Span:</b>	Serica Assets - UKCS & SNS
<b>Budgetary Responsibilities:</b>	No
<b>Direct Reports:</b>	No
<b>Travel Required:</b>	Occasional

### Main Tasks

*Please note that this list of duties is not exhaustive and employees will be expected to undertake reasonable duties commensurate of their role and grade.*

#### Strong Governance:

- Support with the review and validation of Serica’s Double Materiality Assessment to ensure it continues to accurately reflect changes in the internal and external environment
- Support with the collation and validation of data for the annual ESG reporting and other associated disclosures (CDP, IFRS, etc)
- Assist with the Annual Emissions Audit for ESG reporting
- Support with the engagement with ESG rating Agencies
- Input to the development of policies and procedures to ensure the robustness of Serica’s ESG reporting practices and data integrity
- Provide informed input to support Serica’s climate and ESG risk management
- Review and highlight emergent ESG reporting trends and support with assessment of applicability to Serica

#### Social Responsibility:

- Support the delivery of Serica’s Social Responsibility Framework
- Proactively coordinate activities across the Company’s environmental and social initiatives
- Facilitate regular meetings for ESG Committees and prepare content to aid these meetings
- Review Committee budgets and track spend
- Prepare engaging ESG communications for internal audiences and liaise with Internal Communication Function
- Attend relevant industry events and build a strong network
- Develop and manage relationships with external organisations to deliver ESG initiatives

#### Environmental Stewardship:

- Support with the quantification of the Company’s Scope 1, 2 and 3 GHG emissions
- Liaise closely with the Company’s Health, Safety, Environmental and Quality (HSEQ) team

### Professional and Behavioural Skills, Educational Requirements

#### Professional Skills

##### Essential:

- Strong knowledge and understanding of ESG principles, reporting frameworks and legislation
- Data visualisation, analysis, and management skills
- Pro-active and strong learner
- Good communication skills and ability to inspire others
- Tactical delivery focus

#### Behavioural Skills

##### Essential:

- Enthusiasm and passionate about corporate environmental and social responsibility
- Ability to adapt to change and be dynamic
- Ability to foster a strong ESG culture and lead initiatives

#### Education Requirements

##### Essential:

- Degree level or demonstrable equivalent experience