Sustainability Internship Info Session

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Today’s Agenda:

- Sustainability Career Landscape
- Exploring Your Options
- Student Engagement
  - Programming
  - Sustainability Initiative Internship Program
  - Sloan Social Impact Fund
- Discussion with recent alumni
Sustainability Career Landscape

• Total # of jobs with ‘sustainability’ in title:
  • 4000 for 2020; 12000+ for 2021

• Lots of reason for this growth:
  • Corporations making bold commitments related to climate
  • Racial equity, environmental justice, and diversity & inclusion
  • Strong growth in renewable energy- energy storage, electric vehicles, and charging infrastructure
  • Consumer goods and retail companies getting serious about circular economy

• Brand new roles in sustainability

Sample MBA careers in sustainability:

• Corporate Sustainability/CSR
• Consulting
• Investing
• Clean Energy
• Marketing
• Nonprofit
• Supply Chain
• Entrepreneurship/VC
Exploring Your Options: Organization vs. Role

Do you want to make a green company big or a big company green?

<table>
<thead>
<tr>
<th>Job/Role</th>
<th>Traditional</th>
<th>Sustainability-Oriented</th>
</tr>
</thead>
</table>
| Traditional | Charlie Lai ’19 (Gusto)  
Porter Orr ’17 (Walt Disney)  
Nicole Stutz ’17 (Facebook)  
Michael Schember ’17 (Bain)  
Katy Shaw ’17 (Nike) | Lydia Li ’19 (Generate Capital)  
Emily Malina ’16 (SpoilerAlert)  
Sean Grundy ’13 (Bevi)  
Laura Adelman ’17 (BlueWave)  
Maria Unahalekha ’16 (Tesla) |
| Sustainability-Oriented | Kim Atwood ’16 (Amazon)  
Omar Mitchell ’12 (NHL)  
Patrick Flynn, ’12 (Salesforce)  
Lily Russell ’11 (Nike) | George Caspary ’17 (IFC)  
Carolyn DuPont ’16 (UpstreamTech)  
Sarah Nolet ’16 (AgThenticate)  
Bella Tonkonogy ’15 (CPI) |
Sustainable vs. Traditional Placements

Katie Kross Quadrant

- Sustainable Organization/Traditional Role (e.g. EnerNOC: Product Manager)
- Sustainable Organization/Sustainable Role (e.g. ES Global Consulting: Sustainability Consultant)
- Traditional Organization/Sustainable Role (e.g. Gap: Manager, Sustainable Innovation)
- Traditional Organization/Traditional Role (e.g. Amazon: Senior Product Manager)
Jungle vs Highway
Highway vs. Dirt Road vs. Jungle

**HIGHWAY**
- Established MBA hiring
- Earlier timeframes (fall – early spring)

**DIRT ROAD**
- Leveraging resources throughout and beyond Sloan
- Late fall – mid spring

**JUNGLE**
- Self-directed search (startups)
- Mid-late spring

*Sustainability opportunities on all 3 pathways*
Dirt Road Search Strategies

Self-Evaluation
- Values
- Skills
- Interest

Informational Conversations
- Alumni
- Gather information
- Build relationships

Validate & Refine Targets

Brainstorm Targets
- Functions
- Industries
- Target company list

Research
- Analyze job descriptions
- Company & industry research
Dirt Road Search Strategies

- Customize Career Marketing Materials
- Execute Search
- Interviewing & Offer
Creating Your Own Internship

- **Listen Actively**
  - Understand their unmet needs
  - Identify how you can contribute (align skills and needs)

- **Ask**
  - See if they are open to having you scope a project
  - Typically not in the first meeting

- **Propose**
  - Create a scope of work
  - Identify a potential deliverable

- **Negotiate**
  - Terms, dates, location
  - Work towards alignment between their need and your goals
Career and Network Building

- Industry & Alumni Engagement
- CDO Collaboration
- Happy Hours/Virtual Mixers
- Lunch Series
- Conference Attendance/Participation
Student Engagement

Our goal is to challenge students, enable them to build new skills, and inspire them to make a lasting impact.

We do this in the following ways:

• **Programming**
  – Curricular (cases, classes & certification)
  – Extra-Curricular (speaker series, conferences, case competitions, deep-dives on specific interest topics)

• **Career & Network Building**
  – CDO-led Company Presentations, Coffee Chats, Networking Nights
  – Career Fairs
  – Engaging with alumni, industry, and peers
  – Conference attendance/participation
  – Subsidized Internships
Student Resources
The Sustainability Initiative partners with the Career Development Office to identify high-caliber sustainability-oriented internships. Supports students dedicated to sustainability. Sloan funds are available on a first-come, first-serve basis to participating organizations and hired students. Up to five students are sponsored in a given year.
<table>
<thead>
<tr>
<th>Organization Name</th>
<th>Job Title</th>
<th>Industry</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advantek Waste Mgmt. Services</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Summer Analyst</td>
<td>Renewables &amp; Environment</td>
</tr>
<tr>
<td>BlocPower</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Summer Associate (Remote, NYC, or SF Bay Area)</td>
<td>Renewables &amp; Environment</td>
</tr>
<tr>
<td>Breckinridge Capital Advisors</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - ESG Research Analyst - Summer Intern</td>
<td>Investment Management</td>
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<tr>
<td>Context Labs/Immutably</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Intern</td>
<td>Computer Software</td>
</tr>
<tr>
<td>FaithInvest</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program – Impact Investing Associate - Summer 2022</td>
<td>Non-Profit Organization Management</td>
</tr>
<tr>
<td>Ford- Michigan Central</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Sustainability Studio MBA Resident</td>
<td>Automotive</td>
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<tr>
<td>Greenskies Clean Energy</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Project Finance Associate</td>
<td>Renewables &amp; Environment</td>
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<tr>
<td>Infinite Cooling</td>
<td>2022 MIT Sloan Sustainability Initiative internship Program - Business Development Summer Associate</td>
<td>Renewables &amp; Environment</td>
</tr>
<tr>
<td>LiquidCool Solutions</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Intern</td>
<td>Computer Hardware</td>
</tr>
<tr>
<td>ORPC, Inc.</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Intern</td>
<td>Renewables &amp; Environment</td>
</tr>
<tr>
<td>PanAgora Asset Management</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Sustainability Initiative Internship, Equity Team</td>
<td>Investment Management</td>
</tr>
<tr>
<td>Patagonia</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Supply Chain Social Responsibility &amp; Traceability Intern</td>
<td>Retail</td>
</tr>
<tr>
<td>Porticus</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Porticus Purposeful Business Internship</td>
<td>Philanthropy</td>
</tr>
<tr>
<td>SCG</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - ESG strategy</td>
<td>Chemicals</td>
</tr>
<tr>
<td>Supply Change Capital</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Summer Associate</td>
<td>Venture Capital &amp; Private Equity</td>
</tr>
<tr>
<td>Vanguard Renewables</td>
<td>2022 MIT Sloan Sustainability Initiative Internship Program - Sustainability &amp; Environmental Social Governance Analyst Internship</td>
<td>Renewables &amp; Environment</td>
</tr>
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</table>
Sloan Social Impact Fund (SSIF)

The Social Impact Fund provides financial support to MBA students who accept an MBA summer internship in social impact (non-profit, government, and social enterprise).

The fund is supported by raising money from MIT Sloan’s MBA community; MBA students typically donate one day’s salary from their internship to support their peers as they strive to fulfill MIT Sloan’s mission.

Past SSIF Recipients

Lisa Khanna, Rocky Mountain Institute  
William Le, Ideo.org  
Van Anh Su, Rwanda Development Board  
Alina Xu, Dalberg Advisors  
Catherine Wright, Patagonia  
Juliana Kerrest, Eastern Congo Initiative  
Summer Siman Li, Ehong Impact Capital  
Kayemba Mvula, NYC Economic Development Council  
Priscilla Liu, Acumen America  
Cierra Martin, Feeding America  
Sarah Allibhoy, Ishkar  
Beatriz Aldereguia Pons, City of San Jose

Sophie Chen, Eventide  
Briana Pero, Farmer’s Fridge  
Eric Landry, Sustainability Roundtable  
Scott Keto, D. Capital Partners  
Alberto Rincon, Obama Foundation  
Natalia Lerner, Inspiring Capital  
Monchn Kao, National Parks Service  
Wynn Oja Tucker, Electrified Thermal Solutions  
Sarah Kalish, NYC Economic Development Council  
Evan Suara Ramsey, PATH  
Jessica Leon, Kadeya  
Liane Yue, City of Boston
Timeline

February:
  Sustainability Initiative to host Lunch Series Program on Sus Internship Program & SSIF
  Applications for SIIP now open on Career Central

March:
  SIIP application deadline

April:
  SSIF application process opens

May:
  SSIF deadline and award decisions

June-August:
  Internships take place (8-10 weeks); start and end date are determined by the employer

Fall 2023:
  Intern Interviews for SI communications