

SHEFAA MANSOUR

Senior ESG & Sustainability Transformation Project Manager

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PROFESSIONAL SUMMARY

Senior ESG and Sustainability professional with over a decade of experience leading transformation, governance, and regulatory-readiness programs for major public and private sector organizations across the UAE and wider GCC. Experience spans social impact and social value assessment, labour management and human rights-related workforce considerations, occupational health and workforce wellbeing, stakeholder engagement, responsible and sustainable procurement, and governance and ESG risk management, alongside core advisory work on ESG strategy, materiality assessment, climate risk, and sustainability reporting aligned with UAE Vision 2030, UNGC, GRI, TCFD, UN SDG, UNGC, and international ESG rating methodologies (MSCI, ESG1000). Combines technical sustainability expertise with strategic stakeholder engagement, executive facilitation, and capacity-building experience across academic, corporate, and community settings. PMP-certified project manager with a strong record of translating regulatory and policy frameworks into practical, board-ready outcomes.

CORE COMPETENCIES

- **ESG Strategy & Governance:** materiality assessments, ESG policy formulation, board and executive readiness
- **Social Impact & Human Capital:** social impact assessment, SROI, labour management and human rights-related workforce practices, occupational health & safety, stakeholder engagement, psychological safety and inclusive communication
- **Sustainability Reporting Frameworks:** GRI, TCFD, SASB, UNGC, PRI, CDP
- **ESG Ratings & Certification:** MSCI ESG evaluation readiness, Sustainalytics, ESG1000 certification
- **Sustainable Finance:** ESG-linked loan readiness, green bonds, pre-IPO ESG positioning
- **Climate & Environmental Risk:** GHG Protocol inventories, climate risk assessment, resilience planning
- **Responsible Business & Sustainable Procurement:** ISO 20400 sustainable procurement, supply-chain ESG considerations, EHS management systems
- **Stakeholder Engagement & Facilitation:** multi-sectoral workshops, executive training, public-sector coordination
- **Project & Program Management:** PMP-certified; cross-functional team leadership, budget and timeline delivery

PROFESSIONAL EXPERIENCE

Project Manager – Sustainability Transformation

Jul 2023 – Present

YCP Renoir Consulting Group • Abu Dhabi, UAE

- Programme Manager for the Abu Dhabi Chamber Sustainability Label Programme, a regional governance and sustainability initiative supporting Micro, Small and Medium Enterprises (MSMEs) across Abu Dhabi to strengthen organisational resilience, governance maturity, transparency, and long-term business success.
- Direct ESG and sustainability transformation programs for major UAE conglomerates, including Alpha Dhabi Holding, NMDC Group, Mawarid Holding Investment, and Trojan Construction Group, strengthening environmental and social governance capabilities.
- Lead materiality assessments — including social, human rights, and human capital topics — ESG strategy formulation, and policy development to improve MSCI evaluation rating readiness for group-level clients.
- Facilitate ESG-linked loan readiness and governance structuring for Ittihad International Investment, supporting pre-IPO positioning and policy implementation.
- Provide ESG1000 certification interview guidance to executive stakeholders across Governance, Strategy, Risk Management, Metrics & Targets, and Decarbonization.
- Conduct sustainable procurement gap analyses aligned with ISO 20400 — covering social, labour, human rights, and governance criteria across the supply chain — and deliver strategic recommendations to align client procurement practices with international standards.
- Develop group-level ESG policies and sustainability reporting protocols aligned with UNGC, TCFD, and GRI frameworks.
- Identify and mitigate ESG risks and advance opportunities across environmental priorities such as clean technologies and decarbonization, and social priorities such as labour management, human rights-related workforce considerations, health & safety, and board governance structures.

Senior Consultant – Sustainability & EHS (Behavioral Safety)

Nov 2020 – Jul 2023

WSP Middle East • UAE & KSA

- Delivered high-impact ESG and sustainability strategy engagements for public and private sector clients across the GCC as full-time Senior Consultant.
- Project Manager for Emirates Global Aluminium's Zero Harm 2030 strategy, including health and safety culture assessments, strategic planning workshops, and executive alignment.
- Project Manager for Saudi Electricity Company's HSE Transformation Program, leading risk-based assessments, current-state analysis, future visioning, and an implementation roadmap to strengthen workforce safety and organizational risk culture.
- Developed ROSHN's ESG roadmap aligned with UAE/Saudi Vision 2030, the SDGs, the World Bank Urban Sustainability Framework, and UNGC principles.
- Delivered occupational health strategy for DP World, addressing workforce exposure risk, employee health, wellbeing, and workforce rights considerations through targeted assessment and program recommendations.
- Authored ESG reports and EHS site reviews for Crescent Petroleum and Mubadala Infrastructure Partners aligned with SASB and GRI frameworks.
- Represented the firm in the Dutch Embassy's Sustainable and Resilient Cities Mission, addressing GCC climate adaptation through the quadruple-helix stakeholder engagement model.
- Developed fire and life safety strategy for AIUla County and led risk register development for Qiddiya's e-sports arena across design and operational stages, safeguarding workforce and public safety.
- Created leadership and risk management training content for NEOM's Loss Prevention Strategy.

Sustainability Consultant

Sep 2017 – Oct 2020

Ernst & Young (EY) – Climate Change & Sustainability Services • UAE

- Spearheaded sustainability strategy development and materiality assessments across energy, utilities, real estate, and financial services sectors.
- Led Social Return on Investment (SROI) assessments and social impact reporting for Emirates Foundation and DEWA, applying Social Value UK methodology to quantify social value creation — incorporating community and human rights-related stakeholder considerations — and inform investment decisions.
- Co-led development of a sustainable utilities strategy for an Abu Dhabi industrial zone, applying circular economy principles and climate resilience planning.
- Executed the Dubai Electricity and Water Authority's (DEWA) Climate Change Adaptation and Resilience Plan, featuring TCFD-aligned risk assessment and cost-benefit analysis, and facilitated associated climate finance training sessions.
- Conducted market entry and feasibility studies for renewable energy, water-energy-food nexus, and green construction projects for Dutch clients across the GCC.
- Authored ESG and GHG inventory reports (Scope 1 & 2) for Olayan Saudi Holding, Crescent Petroleum, and Renaissance, in line with GRI and CDP standards.
- Supported DMCC with assurance readiness and contributed to ESG reporting for First Abu Dhabi Bank and ADNOC Group subsidiaries.
- Conducted environmental and public health assessments for airport clients and large-scale public events in Dubai.

EDUCATION

MSc, Water & Environmental Engineering — Masdar Institute (in collaboration with MIT), UAE, 2017

BSc, Chemistry, Minor in Environmental Science — United Arab Emirates University, Abu Dhabi, 2015

Diploma, Business and Accounting — ACCA Global

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

- Project Management Professional (PMP)® — Project Management Institute (PMI)
- Certified Personal Development Coach — Personal Development School, Canada, 2023
- Neuro-Linguistic Programming (NLP) Coach (Ongoing Training)

ACADEMIC & COMMUNITY ENGAGEMENT

Sustained parallel contribution to academic and capacity-building initiatives alongside consulting career (2015–Present), including mentoring of junior consultants, graduates, and interns, and facilitation of client-facing workshops and leadership sessions on integrating sustainability into strategy and operations. Participated in a climate law roundtable led by BDO. Complements this with over 100 hours of personal development coaching, focused on psychological safety and inclusive communication in learning environments.