



JOB DESCRIPTION

Position Title:	Director of Sustainability and ESG	Position Type:	Exempt
Department/Group:	External Affairs	Location:	Dallas/Houston/London
Reports To:	Senior Vice President, External Affairs, Government Relations and Security	Direct Reports:	1

Company Description

Kosmos Energy is a well-capitalized, pure play deepwater oil and gas company with growing production, a pipeline of development opportunities, and a balanced exploration portfolio along the Atlantic Margins.

Our key assets include production offshore Ghana, Equatorial Guinea and U.S. Gulf of Mexico, as well as a world-class gas development offshore Mauritania and Senegal. We also maintain a sustainable proven basin exploration program in Equatorial Guinea, Ghana and U.S. Gulf of Mexico. Kosmos is listed on the New York Stock Exchange and London Stock Exchange and is traded under the ticker symbol KOS.

As an ethical and transparent company, Kosmos is committed to doing things the right way. The company’s Business Principles articulate our commitment to transparency, ethics, human rights, safety, and the environment. Read more about this commitment in our Corporate Responsibility Report. For additional information, visit www.kosmosenergy.com.

Basic Function

This position will be responsible for maintaining and advancing an industry-leading position for Kosmos on key sustainability, social performance and ESG (Environmental, Social and Governance) issues. Kosmos aims to be a leader in managing climate risk and the energy transition for independent exploration and production companies as well as maintain its strong credentials on social investment, transparency and other ESG issues. Managing Kosmos’ climate change policy and position will account for about 60% of the role, with the remainder spread across social performance, transparency and human rights. The Director of Sustainability will act as Kosmos’ in-house subject matter expert on these issues—engaging internally with department heads and Country Managers, as well as externally with investors, industry associations, the scientific community and NGOs.

Essential Responsibilities and Job Duties

- Drive Kosmos’ strategy and policy positions on key Sustainability and ESG issues and coordinate internal stakeholders to oversee their implementation in practice.
- On climate change and the energy transition:
 - Work closely with the SVP of Sustainability and External Affairs and senior leadership team to shape Kosmos’ reputation as a leader in this space.
 - Oversee Kosmos’ Climate Change Task Force (chaired by the CEO and reporting into the Board of Directors) to drive strategy on the topic.
 - Partner with Commercial and Strategic Planning functions to conduct scenario planning and work with senior leadership to integrate conclusions into our core business strategy.
 - Lead engagement with external stakeholders on climate and environmental management – including investors, suppliers, business partners, host governments, local communities, industry organizations, and international scientific and environmental organizations.



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- Work with the Operations and HSES departments to measure our direct and indirect emissions and help reduce emissions – in our operations and with our business partners and suppliers.
- Lead Kosmos’ emissions reporting efforts, in line with the recommendations of the Task Force for Climate-Related Financial Disclosures (TCFD).
- Develop and oversee leading-edge carbon offset projects in Kosmos geographies ensuring close synergy with our overall social performance efforts.
- Monitor climate and environmental policy trends and help to manage any associated operational or reputational risks—updating or introducing policies, standards or practices as necessary.
- Coordinate the strategic direction and implementation of our global social investment program. Close liaison with our Country Managers and External Affairs managers in countries of operation, including the US, to deliver an industry leading social investment program.
- Support ongoing implementation of Kosmos’ established social performance policies, including our Human Rights Policy, and monitor external expectations and trends to ensure Kosmos maintains a leadership position. This includes activities such as conducting human rights due diligence on new ventures and partners, overseeing our grievance mechanisms and communicating on our progress.
- Implement Kosmos’ leading policy position on transparency – including working with accounting to prepare our annual Payments to Government report; publishing host country contracts; and engaging external stakeholders particularly the EITI and international NGOs focused on transparency and good resource governance. Support External Affairs managers in countries of operation with EITI engagement and reporting.
- Manage a small team and oversee consultants working on the items above.
- Handle other projects, duties and responsibilities as assigned.

Qualifications and Education Requirements

- Minimum of 10 years of professional experience in sustainability, preferably with at least 5 years managing these issues for an oil and gas or extractive company. Candidate should have experience as a CSR/sustainability generalist and social investment project manager, alongside demonstrated experience managing climate policy issues.
- Bachelor’s Degree required
- Master’s Degree in economics, business, engineering, energy, or environmental discipline preferred
- Skilled with computer applications such as Microsoft PowerPoint, Word, Excel and Outlook
- Experience in managing small teams in a matrix organization required
- Original, creative thinker with the ability to formulate and express a contrarian viewpoint
- Able to work in a fast-paced environment

Attributes

- Someone who readily generates ideas; shows creativity and ingenuity and provides solutions to solve problems
- Proven ability to develop realistic, yet ambitious strategic plan to ensure Company will achieve its objectives



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- Must have a strong work ethic, and a reputation for the highest degree of integrity and mature business judgment
- Proven results-based team player able to engage other division leaders
- Comfortable in presenting recommendations to senior management and the board in line with corporate strategic objectives
- A very confident professional who constantly raises the bar and presses the organization toward a higher level of achievement
- Ability to present complex technical analyses in easy to understand form
- Ability to collaborate remotely across geographies and platforms

Travel Requirements

Position requires approximately 30% travel, U.S. and international

Physical Requirements and Working Conditions

Must possess mobility to work in a standard office setting and to use standard office equipment (computer, printer, copier, etc.) stamina to maintain attention to detail despite interruptions, strength to lift and carry files weighing up to 25 pounds; vision to read printed materials and a computer screen, and hearing and speech to communicate in person and over the telephone

All qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, religion, national origin, disability, veteran status, age, marital status, pregnancy, genetic information, or other legally protected status.

Reviewed By:		Date:	
Approved By:		Date:	
Last Updated By:		Date/Time:	