SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Open Tender: Senior Technical Expert, FLAG

Technical Department

Contract: Fixed-term, up to 14 months (until Dec 2027) | Full-time or part-time basis | Secondment, or consultancy arrangements, to be agreed with the successful candidate.

Purpose and background

The Science Based Targets initiative (SBTi) is seeking a senior technical expert to provide specialist input to the update of its Forests, Land and Agriculture (FLAG) guidance, through a consultancy, freelance contract or secondment from a partner organisation.

The engagement covers the development of the FLAG V2 consultation draft and its refinement following consultation. The work sits at the intersection of greenhouse gas accounting, land sector decarbonisation, target setting methodology and practical implementation, and will address priority areas emerging through the update, including the interaction between SBTi target setting and developments in greenhouse gas accounting, land use change, traceability, commodity and regional pathways, action-based approaches and market-based mechanisms.

The Contractor will work with the FLAG Project Lead, SBTi's technical and strategic teams, and SBTi's contracted technical partners to deliver the outputs set out below, including in areas of methodological uncertainty or disagreement.

Point of contact: FLAG Project Lead, with input from the Head of Sector Standards.

Key Tasks

Deliverable	Description	Due
FLAG V2 consultation draft (technical content)	Writing the FLAG V2 consultation draft, with input from SBTi Technical Department and technical partners, informed by the wider technical landscape (standards developments, research, partner outputs and stakeholder input). The draft should set out proposed criteria, recommendations and options for consultation on key technical choices, ensure the framework and supporting materials are coherent, scientifically rigorous and practical to implement. It should also include consultation questions. The draft is to be delivered in line with agreed timelines for internal approval. During the approval process, the Contractor will respond to technical queries, propose revisions in response to feedback, and present technical content as required, including to the Technical Council.	Ongoing with consultation draft delivered for approvals in March 2027

Technical partner synthesis	Liaison with SBTi's contracted technical partners to keep their work aligned with the needs of the FLAG update, review of partner outputs, and synthesis notes setting out how partner findings can be integrated into the FLAG framework.	February 2027
Expert engagement plan and summary report	End-to-end planning and delivery of bilateral sessions and/or technical working sessions with key strategic partners and Expert working groups with recommendations on how evidence gathered can be integrated into the updated FLAG approach, noting key areas of alignment and unresolved points of disagreement.	February 2027 (first tranche); May-October (second EWG tranche)
Revised FLAG V2 draft (technical content)	Prepare revised draft text, with input from SBTi Technical Department, reflecting consultation and pilot test findings, any further partner outputs or Expert Working Group inputs, creating a final draft, ready for SBTi internal & Technical Council approvals. During the approval process, the Contractor will respond to technical queries, propose revisions in response to feedback, and present technical content as required, including to the Technical Council.	June - December 2027
Handover report	Prepare a detailed report of decisions taken, any open issues and recommended next steps.	[End of contract]

The deliverables, timings and scope set out above are indicative and will be confirmed with the appointed Contractor at the start of the engagement.

Essential Skills and Experience

The contractor should be able to demonstrate:

- 10+ years of technical expertise in greenhouse gas accounting, carbon footprinting or life cycle assessment, with direct relevance to agriculture, forestry or land use.
- Detailed knowledge of the SBTi FLAG framework, GHG Protocol Land Sector and Removals Standard, and related land-sector target setting and accounting methodologies.
- Proven experience leading complex technical programmes, standards development processes or research workstreams, including managing external experts, partners or technical contributors.
- Strong analytical and technical judgement, with the ability to interpret scientific literature, technical standards, modelling outputs and uncertainty, and translate competing evidence into clear recommendations.
- Experience engaging credibly in senior technical discussions with standards bodies, NGOs, research organisations and companies.
- Strong delivery skills and the ability to work independently, support and guide colleagues, and operate effectively in a complex, international and remote multi-stakeholder environment.

Desirable Skills and Experience

- Experience contributing to the development, revision or governance of technical standards, methodologies or guidance, including consultation and expert review processes.
- Experience in one or more priority FLAG methodological areas, such as decarbonisation pathways, land use change and traceability, value chain interventions, action-based approaches, removals or market-based mechanisms.
- Experience working with agricultural supply chains in emerging markets, particularly Southeast Asia and/or Latin America, and an understanding of the implications of standards for different company and producer contexts.
- An established network across the AFOLU standards and sustainability ecosystem, including standards organisations, NGOs, research institutions, companies or sector initiatives.

Working Approach

The individual will be expected to work independently and combine technical rigour with senior judgement and collaboration across the organisation as needed. They should be comfortable providing direction and delivery in areas where evidence is incomplete, methodologies are evolving or stakeholders hold competing views, while being clear about where further analysis or external validation is required.

The engagement will require an ability to look across individual technical questions and understand their wider implications for FLAG programme delivery, corporate implementation, environmental integrity, accessibility across different company types and regions, and alignment with related standards and frameworks.

Tender process and timeline

This tender is scheduled in the following timeline:

- Deadline for submitting questions: November 23, 2026
- Deadline for submission: November 30, 2026
- Evaluation and interview period: December 2026
- Expected date of contract award: December 2026 - January 2027

All clarification questions should be directed to flag@sciencebasedtargets.org.

Applications must be submitted in electronic format (PDF preferred) by the specified deadline to flag@sciencebasedtargets.org with the subject line: "Application – Senior Technical Expert". Late submissions may not be considered.

Applications should be submitted in the following format:

1. **CV**
   A CV, of no more than two pages, outlining relevant education and employment history. In the case of consultancy applications, provide a CV for all members that would make up the project team.
2. **Cover letter**
   A brief cover letter of no more than two pages outlining the applicant's key skills and experience relevant to the tasks required under this statement of work.
3. **Technical framing document**

To demonstrate their knowledge of the FLAG sector and their ability to develop standards, applicants must submit a document (maximum 2,000 words, excluding references) addressing the following:

a. Identify the two most important challenges that the revised SBTi FLAG standard must address. Explain why you have prioritised these, drawing on evidence, practice or stakeholder perspectives where relevant.
b. For each challenge, set out at least two options for addressing it through normative criteria in the standard. For each option, consider:
    i. *what the requirement would require companies to do, and how compliance would be measured and verified;*
    ii. *the safeguards, thresholds or exemptions that would be needed;*
    iii. *potential unintended consequences or implementation barriers;*
    iv. *how it would align or interact with other relevant frameworks and guidance.*
c. State which option you would recommend for each challenge and why.

4. **References**
   Contact information for at least three references from previous clients or collaborators who can provide feedback on the applicant's performance and capabilities in working on the project.
5. **Appendices**
   Any additional documents or materials relevant to the proposal, such as case studies, project experience samples, or organizational charts.

Applications should be clear, well-organized, and directly address the requirements outlined in this statement of work. Failure to adhere to the specified format may result in the rejection of the application.

Evaluation and selection process

Proposals will be evaluated based on the following criteria:

- Relevance and quality of previous work (40%).
- Demonstrated understanding of the FLAG and standards development (40%).
- Qualifications and experience of the team (15%).
- Conflict of interest management (5%).

The selection process will involve initial screening of proposals, followed by scoring and ranking by an Internal Review and Selection Committee. Shortlisted applicants may be invited for interviews or presentations to further evaluate their applications. The final selection will be based on the overall quality and suitability of the applications submitted.

Conflict of interest declaration

Proposals must include a statement regarding any actual, potential, or perceived conflicts of interest or conflicts of loyalty that the submitting organization is aware of, which could affect the delivery of the contract described within this statement of work.

The questions in Annex 1 of this document must be completed and submitted as part of the proposal.

Payment schedule

For a contractor arrangement, payment will be made on a deliverable basis, on acceptance of each milestone by the FLAG Project Lead, in line with the schedule below. Payment terms are 30 days from receipt invoice.

For a secondment arrangement, payment will be made to the seconding organisation on a cost-recovery basis, with the deliverables above forming the agreed objectives of the secondment.

Deliverable	Payment milestone	Expected Timing	Amount (USD)
Technical partner synthesis	Synthesis notes for all partner outputs completed and findings reflected in the consultation draft.	Feb 2027	5k
FLAG V2 consultation draft	Consultation draft approved by SBTI Technical Council, with support during the approval process complete.	Feb 2027	36k
Expert engagement	All EWG sessions completed, with findings captured in revised draft for Technical Council approvals.	Oct 2027	8k
Revised FLAG V2 draft	Final draft, reflecting consultation, pilot findings, EWG meeting and technical partner research approved by the Technical Council, with support during the approval process complete.	Dec 2027	44k
Handover report	Accepted handover report.	End of contract	2k
Total			**95k**

Any changes to the scope or timing of deliverables will be discussed and agreed in writing with the Contractor, and the payment schedule adjusted accordingly.

Important Information

- This contract is to be structured as a consultancy, or a freelance contract. It is not intended to and does not constitute and employment relationship between SBTi and the contractor
- In case of a secondment arrangement different terms pay apply.
- **Candidates must be legally permitted to work in their country of residence. The SBTi is unable to sponsor working visas.**

ANNEX 1: CONFLICT OF INTEREST QUESTIONS

Section 1. Declaration for organizations

Organization name:	
Contact person email address:	
Position within the organization:	
Name of project or proposed services:	
Contact person in SBTi:	
Anticipated start date:	
Briefly describe the proposed or anticipated services your organization would provide in the space below.	

Conflict of interest policy questions	
Does your organization have a conflict of interest policy? (Yes/No)	
If “yes”, please provide a copy or a link (URL) to the policy.	
Do your employees that will be involved in this project have to declare any related CoI, or is there a process to manage CoIs in another way? (Yes?No)	
Will entities or consultants subcontracted for this project have to declare conflicts of interest related to the services they provide?	
Please describe below the actions your organization will take to ensure its compliance with SBTi Conflicts of Interest Policy. Please include those actions it will take to ensure that the employees and any subcontractors that will participate in the project: a) do not have any conflicts of interest related to the services to be provided; and, b) if any conflicts are identified, how these will be avoided or mitigated.	

Please provide copies of or links to any relevant documents that will support your description. If you are unable to provide a link to your organization's conflict of interest policy, please describe it below.

Conflicts:

- ☐ I confirm that no actual, potential or perceived conflicts of interest in relation to the services or funding to be provided to SBTi.
- ☐ An actual, potential or perceived conflict exists in relation to the services or funding to be provided to SBTi.

If any actual, potential or perceived conflicts exist, what is the nature of the conflict?

To be completed by the contact person on behalf of the organization.	
By signing this declaration, I confirm that the information provided above is complete, factual, and accurate to the best of my knowledge and that the Party will update this document and communicate to SBTi any changes in the information provided.	
Name:	
Position and organization:	
Date:	
Signature:	

Reviewed by (SBTi party name):	
Review date (mm/dd/yyyy):	

Section 2. Declaration for individuals

Name:	
Email address:	
Briefly describe the work to be performed:	

Conflicts:

- ☐ I confirm that no actual, potential or perceived conflicts of interest in relation to the services or funding to be provided to SBTi.
- ☐ An actual, potential or perceived conflict exists in relation to the services or funding to be provided to SBTi.

If any actual, potential or perceived conflicts exist, what is the nature of the conflict?

Declaration

By signing this declaration, I confirm that:

- the information provided above is complete, factual, and accurate to the best of my knowledge and that I will update this document and communicate any changes should this information change; and
- I have the requisite legal right to work in the country in which I reside and that I will not

require visa sponsorship at any point during the term of my contract.	
Name	
Date	
Signature	
Reviewed by (SBTi contact name):	
Review date (mm/dd/yyyy):	

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

About the SBTi

The Science Based Targets initiative (SBTi) is a corporate climate action organization that enables companies and financial institutions worldwide to play their part in combating the climate crisis.

We develop standards, tools and guidance which allow companies to set greenhouse gas (GHG) emissions reductions targets in line with what is needed to keep global heating below catastrophic levels and reach net-zero by 2050 at latest.

The SBTi is incorporated as a UK charity, with a subsidiary SBTi Services Limited, which hosts our target validation services. Partner organizations who facilitated SBTi's growth and development are CDP, the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF).

© Science Based Targets Initiative 2026. Science Based Targets initiative is registered in England and Wales as a charity (1205768) and a limited company (14960097), with registered address: 66 Lincoln's Inn Fields, London, England, WC2A 3LH. SBTI Services Limited is a limited company registered in England and Wales (15181058), with registered address: 66 Lincoln's Inn Fields, London, England, WC2A 3LH. SBTI Services Limited is a wholly owned subsidiary of the Science Based Targets Initiative.