



STEELWATCH

Bringing climate urgency to steel

Junior Analyst - SteelWatch

OPPORTUNITY

This is a unique opportunity for a skilled and motivated junior analyst to join a young, growing climate non-profit. In this role, you will work with the Data and Analysis team across a number of projects, with a specific focus on the SteelWatch Corporate Scorecard and Steelmaker Transformation Tracker. You will join an international team across countries that are nimble, collaborative, and hugely ambitious in the task of influencing the steel sector, which drives 7% of annual greenhouse gas emissions.

ABOUT THE ORGANISATION

SteelWatch is an international non-profit civil society organisation established in June 2023, driving corporate accountability in the steel sector and urgent climate action. Our vision is a steel sector that underpins a thriving zero-emissions economy.

We run corporate campaigns and challenge the global steel industry to replace complacency with urgent action in line with the science-based pathway. SteelWatch has established a strong visible presence among civil society and steel industry stakeholders. We are increasingly recognised as an authoritative and challenging voice on steel decarbonisation, invited to engage in industry events and debates internationally.

ABOUT THE ROLE

The Junior Analyst is responsible for analysing the status of the steel sector and decarbonisation trends, and gathering and maintaining data across the organisation. The Junior Analyst will be a vital team member, providing support to enable the data and analysts team to operate effectively. We seek a candidate with ambition and capacity to grow and who is keen to learn from sector experts. The Junior Analyst reports to the SteelWatch Steel Analyst.

You will be sitting within the Data and Analysis team and will support different projects working closely with campaigners and communications colleagues with the aim to use reliable data in our campaigning activities and narrative shaping. In particular, roughly half of your work will focus on the second edition of the Corporate Scorecard and Steelmaker Transformation Tracker project. The role will also involve providing support to the other projects, and overall steel industry analysis and data management of the organisation.



Key Responsibilities

The role is focused on gathering new data, being on top of industry announcements, and maintaining our current datasets and data infrastructure. Percentages across responsibilities outlined below will vary across the year, based on team needs and project timelines.

Tracker and Scorecard projects (50%)

- o Collecting and interpreting data on steelmakers internationally for the Tracker and Scorecard. Managing data and data systems that underpin the products. Analysis of data for findings and interpretation.
- o You will be working to provide data and analysis support to the Scorecard team during the production stage, launch, and dissemination phase of both the Tracker and Scorecard.

Other project work data (50%):

- **Working with data on steel and emissions across projects**
 - o Data analysis: Actively monitor and analyse existing datasets in relation to steel, in collaboration with key CSO partners (e.g. GEM Global Iron and Steel Tracker, Agora Transition Tracker, IEA updates)
 - o Research and data support: Work on research and data support to strengthen corporate campaigns work done by the organisation.
- **Working closely with the Data and Analysis team to provide intelligence of steel industry trends and messages:**
 - o Provide intelligence to the team on steel industry updates, digging through corporate reports and key data sources;
 - o Gather and analyse announcements by steelmakers or trade bodies, distinguishing between those that are genuine steps forward, and those that are simply hiding lack of decarbonisation.
 - o Maintenance of the internal data management infrastructure to ensure data is stored correctly, and easily accessible by the team.
 - o Provide ad hoc support to respond to team requests.
- **Wider SteelWatch team engagement;**
 - o The position will be line managed by SteelWatch Steel Analyst and will work closely with the European Steel Data Analyst as part of the data and analysis team;
 - o Work closely with colleagues with expertise on campaigns, comms and fundraising to provide the facts and analysis needed in ways that enable all in the team to do high quality accurate work.
 - o Actively help build a thriving team culture and team collaboration as SteelWatch grows in size and diversity, including development and engagement in remote working practices, training, retreats, and development of team culture.



PERSON SPECIFICATION

The ideal candidate will bring proven technical knowledge of iron and steel production technologies, including regional differences in production methods, decarbonisation routes, and the resource and supply-chain factors that shape them, bringing a strong analytical approach to support our campaigns and communications. They will be detail-oriented and fussy about accuracy while comfortable operating in a context where systems are improving. The ideal candidate will be able to navigate ambiguity, drive action forward in a fluid context, and enjoy doing so. Additionally, they will have enthusiasm for a start-up culture, demonstrating a willingness to lean into each other's roles and support team members as needed. They will have the highest professional standards and strong interpersonal communication skills.

Essential skills and experiences

- B.Sc. in engineering or similar degrees with a strong technical foundation.
- At least 1-2 years' experience in fields such as engineering, energy-system modelling, environmental economics, industrial decarbonisation, analysis of energy, metallurgy or industry. This experience may be in post-graduate studies, industry, consulting, government or non-profit sectors.
- Some direct experience of working with analysis in relation to the steel sector in the context of decarbonisation.
- Analytical skills, including quantitative analysis of data and large data sets, and ability to work with GHG emissions data.
- An eye for detail to ensure data is accurate, well-referenced, and is used and interpreted correctly.
- Ability to compare and align methodologies and to know when comparability is not wise or possible;
- Ability to convey the data implications and message in easily understandable graphs and presentations.
- Ability to track multiple sources of information, stay up to date on steel industry trends and identify significance.
- Awareness of (or willingness to learn) the geographical contours and differences in the steel sector, and their implications for driving steel decarbonisation.
- Flexibility and ability to juggle multiple tasks at the same time.
- Willingness to lean into building system improvements and adapting to the pace and urgency of changing priorities.
- English proficiency, with a strong oral and written communication.
- Willingness and ability to work across time zones, collaborate with diverse teams, and accommodate some early start times to work with colleagues in Asia.

Desirable



- Experience in the non-profit sector and working with campaigners.
- Knowledge or experience in GHG emissions accounting.
- Knowledge or experience in company reporting methodologies.
- Resilience and experience working in a fast-paced, start-up environment.
- Proficiency in office and collaboration tech tools, including Google products (Google Docs, Google Drive, Google Slides, etc.) and other tools (Slack, Zoom, etc). Proficiency in python is a plus.
- Knowledge of other languages other than English, is appreciated. Mandarin, Japanese or Korean language working knowledge is a strong asset for this position, but not mandatory.
- Desire and ability to take initiative and to learn as you go.
- Motivation to address the climate crisis and support climate action as our central purpose.

ADDITIONAL INFORMATION

Location/remote working: The position is remote with some face-to-face time with colleagues. This role is open to candidates working in the EU, Middle East or Africa, within the timezones UTC -2 to UTC +4.

You must have the right to work in your location. You will be employed in that country. SteelWatch is unable to support any visa application process.

Remote working/work environment: The work is mainly remote, and you will need to be able to work remotely via Slack, Zoom, Google Drive, etc., with some face-to-face meetings. Team members are currently located in the UK, Spain, Sweden, Italy, the Netherlands, Japan and Australia, and the team continues to grow internationally. Working hours are flexible, but you must be able to cover some early mornings to accommodate interactions across time zones. You will have the flexibility to adjust your weekly schedule to balance out those hours and fit into other commitments. Occasional travel will be required to collaborate with the team. Face-to-face time with other colleagues may not be frequent, but it is essential.

We pride ourselves on building a collaborative team of different cultures and working styles. Team members embrace the flexibility and learning curve of a start-up, and adapt to supporting each other as priorities arise.

Terms: The initial contract period will be up to 12 months with a possibility to renew, depending on country regulations. The type of contract will depend on the location and will be managed via an Employer of Record or via consultancy contract. We see this as a full-time role (40 hours per week, over 5 days).

The gross salary for this position, if based in The Netherlands, is in the range of €31,963 - €47,000, based on experience and qualifications, pro rata, if not full-time. Comparable salaries in other countries are based on market rates.



APPLICATION PROCESS

Interested candidates are invited to submit a CV demonstrating their skills and a concise cover letter explaining their interest in the role and how you meet the specifications. Please address your application to opportunities@steelwatch.org with the email subject line "Junior Analyst" and ensure your name is included in all file names.

Please be sure to review our work at SteelWatch.org and our LinkedIn profile before applying.

Your application needs to be submitted to opportunities@steelwatch.org and must include:

- Cover letter (2 pages max) including responses to the questions below, plus your country/work authorization status, salary expectation, and availability to start
- CV (3 pages max)
- Filename must include your name (not "SteelWatch application")

Your Cover Letter Must Include:

1. **Role Alignment and Personal Perspective:** Explain how this position aligns with your career goals and showcases your unique skills. Please ensure your response is personal and specific, as we are looking to avoid generic or AI-generated applications.
2. **Logistics:** Clearly state your intended country of work, your legal right to work or valid working visa status for that country, your salary expectations, and your earliest start date.
3. **Required Short Answers (One paragraph per question):**
 - Describe your most relevant data analysis experience - what datasets did you work with, what tools did you use, and for what purpose?
 - What is one top challenge you have encountered when maintaining or building a dataset with a range of data sources?
 - What is one challenge when comparing data from steelmakers that operate in different regions?

Applications deemed as written by AI will not be considered.

For applicants that reach interview stage, we will be asking candidates to explain their thinking of any element of written work, to double check that it comes from them not AI.

The application deadline is 05th July, midnight GMT. Please include your location, availability, and how you heard about the role. Applications that do not follow these instructions will not be considered.

EQUAL OPPORTUNITIES

We understand the power of diversity in driving better results. Every new addition to our team represents an opportunity for SteelWatch to embrace fresh perspectives and innovative approaches. We aim to make SteelWatch an inclusive, nurturing, and imaginative workplace,



committed to equal opportunities for all. We invite applications from individuals of all backgrounds, including but not limited to differences in gender, age, disability, religion, sexual orientation, and cultural identity, especially from those underrepresented in the climate movement. Please let us know if you need accommodations or support during the application process.

DISCOVER MORE

Visit our website at www.steelwatch.org, see our landmark reports such as [SteelWatch Corporate Scorecard](#); [ArcelorMittal Corporate Climate Assessment \(2026\)](#) or [Nippon Steel Corporate Climate Assessment 2026](#) or check out our [SteelMaker Transformation Tracker](#) Follow us on [LinkedIn](#) for latest updates.

CODE OF ETHICS

All SteelWatch team members, consultants, and supervisory board members are required to adhere to SteelWatch's [Code of Ethics](#).