



# The future is circular: green jobs of the waste and resources sector

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Dr Adam Read MBE, Charlotte Davies, Katie Cockburn and Jane Hall



# Housekeeping

## Questions

- Q&A at the end – please send in your questions.
- The chat function is also open.

## Slides and recording

- This webinar is being recorded and will be made available on the events page on the Green Careers Hub:  
<https://www.greencareershup.com/developing-your-career/careers-events/>

## Poll

A photograph of four people (three women and one man) in a modern office setting, leaning over a table and looking at a laptop. They are dressed in business casual attire. The background features a large window with a city view, a brick wall, and a potted plant. A green semi-transparent banner is overlaid on the bottom half of the image.

Meet our panelists



# Challenge or Opportunity?

- Existing waste & resources policies + sustainability objectives are estimated to create **74,200** new jobs in the waste & resources sector by **2030**.
- By **2040**, an aggregate need for **240,000** new roles in this sector in the UK.
- Current employment stands around **145,000**
- [CIWM Report: Essential Skills for a Greener Tomorrow](#)







# The Growing Gap

1. Growing Demand
2. Technology Capability and Deployment
3. Replacement Demand
4. Mismatch in Skills Training
5. Attractiveness and Awareness





# Skills for the Future



**Materials and  
Chemicals**



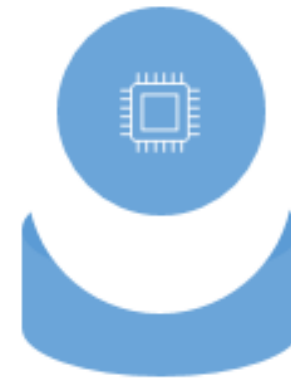
**Design**



**Producers and  
Manufacturers**



**Retail 2.0 and  
Logistics**



**Information  
Technology**

# Skills for the Future



Of these roles, some respondents identified those they felt were most important. They were generally ones that are central to sector transition:



## Circular Economy specialists

- Alternative business models (leasing & retained ownership)
- Strategy development
- Built environment
- Food systems



## Design of products and packaging

- Reuse and refill
- Recycled content and recyclability design
- Alternative materials



## Recycling

- Recycling managers – optimising recycling
- Material sorting
- Technology development for difficult to recycle materials



## Renewable energy

- Circularity of materials for infrastructure
- Anaerobic Digestion



## Change management

- Circular systems
- Behaviour change
- Transition planning and implementation



# My entry to the Resource & Waste Sector

## Environmental Data Analyst



- Accidental entry – like many!
- Utilised skills from degree such as data management

## Senior Consultant & Early Career President

- Raising the profile of the sector & increase sector attractiveness
- Building a community

## BSc Geography Degree

- Passionate about the environment
- Growing interest in climate change
- No understanding of resources & waste sector

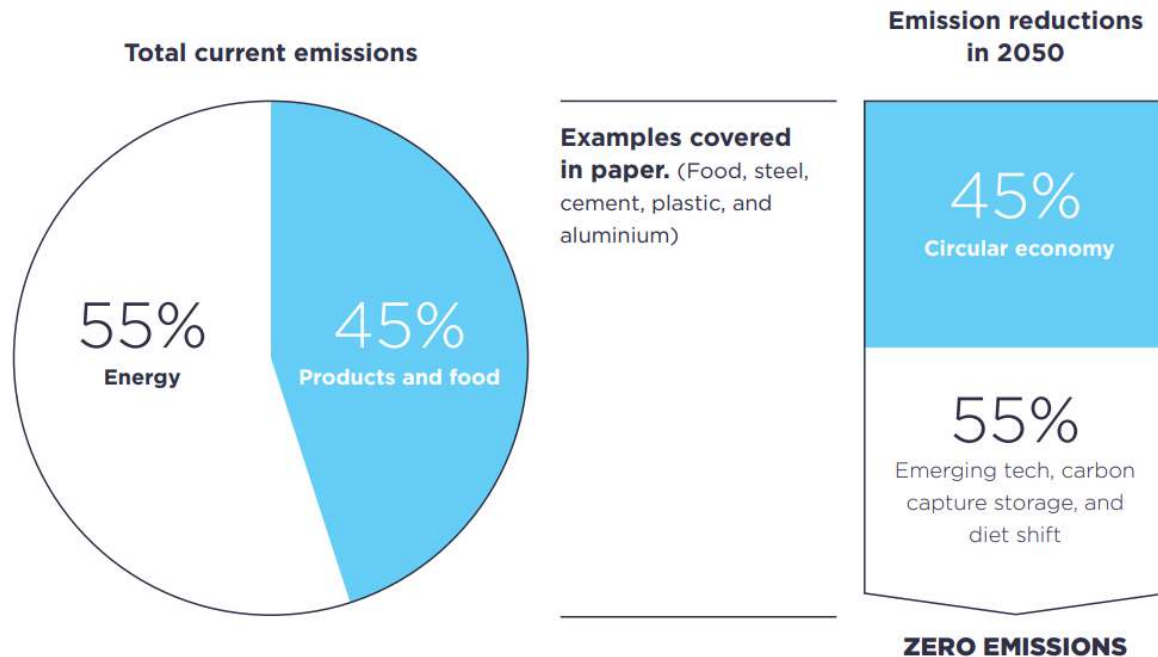
## Consultant

- Building the technical knowledge - circular economy and system thinking
- Becoming more passionate and having meaningful impact



# A sector for you...

Completing the picture: tackling the overlooked emissions



SOURCE: Ellen MacArthur Foundation, 2021

- Resource and Waste sector is the **bedrock of the Circular Economy**
- **Not just bins!** There is something for everyone
- **Exciting and dynamic** – driving innovation at the forefront transition to circular economy
- **Opportunity for true impact**

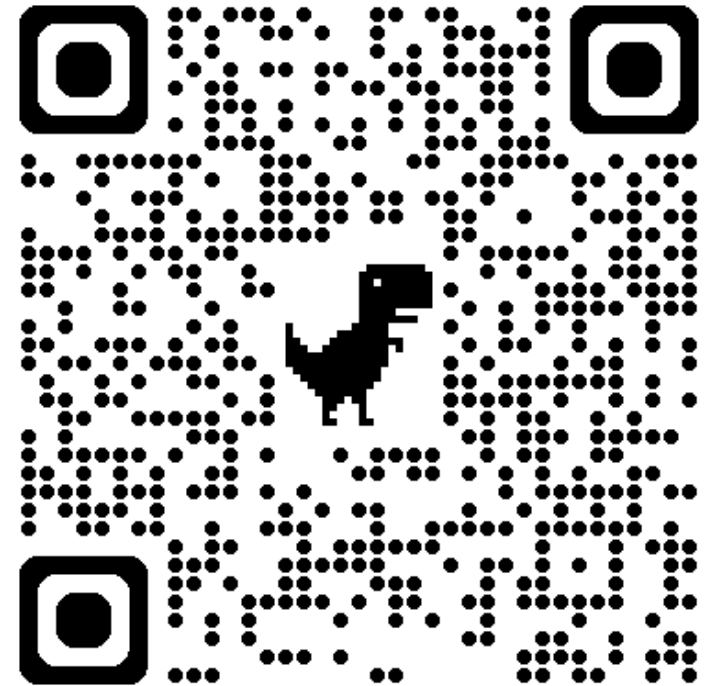


# Mentoring Models

- 1:1 mentoring (senior–junior professional pairing)
- Reverse mentoring (junior mentors senior on digital/ESG topics)
- Peer or group mentoring for shared learning
- Hybrid or virtual mentoring network

# Best Practice

- Set clear goals: technical upskilling, soft skills, or professional chartership
- Encourage diversity, inclusion, and cross-sector participation
- Use structured reflection tools (e.g. CPD logs, competency frameworks)
- Optimise mentoring using national frameworks (e.g. CIWM, ISEP)





# Questions for our panel?

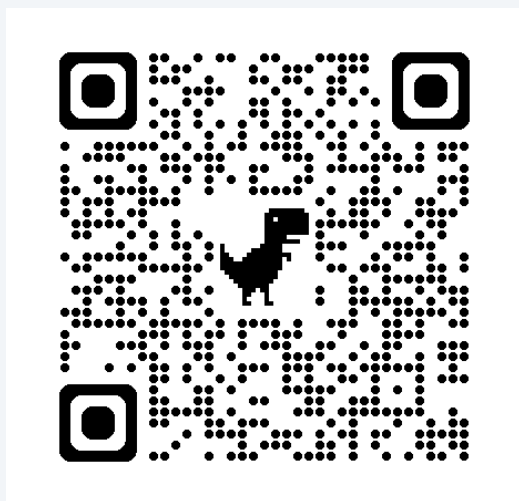
[info@greencareershut.com](mailto:info@greencareershut.com)



## Useful links

**Looking for your next role?**

Browse the ISEP jobs board



**Sign up to the Green Careers  
Hub mailing list**

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involved and upcoming events

