

At a Glance

The essentials for your interview

FOCUS OF THE CONVERSATION

The interview will likely focus on whether you can credibly demonstrate repeatable senior-level delivery in CSRD, ESG reporting and LkSG work, while showing a clear reason for moving from freelance consulting into a growing mid-market consultancy.

YOUR KEY MESSAGES

More than eight years in sustainability consulting and ESG reporting with a DACH mid-market focus.
Recent hands-on work in CSRD implementation, double materiality assessment and LkSG risk mapping at scale.
Strong reporting background through 12 ESG reporting engagements under GRI and SASB.

SALARY IN A NUTSHELL

EUR 100,000-115,000 gross annual base salary, with a negotiation corridor of roughly 5-10% depending on bonus structure, travel expectations and level scope.

If asked early, give a concise range and note that it depends on the exact responsibility mix, variable component and progression path.

THE MOST IMPORTANT QUESTIONS

FOLLOW-UP QUESTIONS

Hard

The role also includes developing climate-risk and transition-plan methodologies together with an analytics team. You mention that you built an internal methodology for climate-risk assessment in consulting projects. What did you build, and how was it used?

Explain the business problem first, then the methodology components, then how consultants used it in projects.

FOLLOW-UP QUESTIONS

Hard

The posting asks for several first-time CSRD implementations, while your documents describe one recent CSRD implementation in detail. How broad is your hands-on CSRD implementation experience beyond that mandate?

Do not become defensive.

FOLLOW-UP QUESTIONS

Hard

The role requires advising clients on EU Taxonomy and ESRS requirements. Your application strongly covers CSRD, GRI and SASB. How would you position your current depth on ESRS and EU Taxonomy in relation to your client work?

Answer with calibrated confidence.

YOUR ADVANTAGES

- You can strengthen credibility by mentioning that this was one of 30+ ESG mandates for DACH mid-market clients, which shows repetition and pattern recognition beyond a single case.
- If useful, add that the client had around 850 employees; this gives scale and makes your implementation experience more concrete.
- You can add that the client was an industrial-goods group, which aligns even more closely with the firm's target client base.
- If the interviewer asks about scale, mention that your broader freelance work covered 30+ ESG mandates, which supports your ability to standardise complex assessments.

YOUR TOP QUESTIONS TO ASK

How is work typically divided in your senior ESG projects between client ownership, methodological development and support for junior consultants?

What are the main priorities for the person joining in the first six to twelve months, especially across CSRD implementation, LkSG work and practice development?

How does the Sustainability & Regulation practice currently collaborate with the analytics team on climate-risk topics and other methodology-heavy workstreams?

PROCESS

1 · Phone screening

2 · HR interview

3 · Technical interview