Internship role profile

General details	
Role title	WGC & WIM ESG/Sustainability Internship
Department	Sustainability
Reports to	John Mulligan, Head of Sustainbility Strategy
Location	London \ 'hybrid'
Duration and start date	8 weeks (TBC)

Context

The World Gold Council is keen to support the development of skills, experience and professional capacity of a Women In Mining (WIM UK) intern who is seeking practical exposure within a dynamic and varied working environment. The role offers insight into multiple aspects of the gold value chain and the work of an international industry organisation.

Alongside member-related activities—primarily focused on advancing the performance, credibility and impact of responsible gold mining—the internship will provide opportunities to develop a broader understanding of ESG and sustainability considerations across the industry, from mine to market.

This internship is intended as a learning and development opportunity. The successful candidate is not expected to be an expert in sustainability, gold mining or the wider gold market, but should demonstrate intellectual curiosity, sound judgement, and a genuine interest in responsible mining and the current and future impacts of the sector.

Purpose

We hope the internship will provide the successful candidate with hands-on experience of practical work in a well-resourced, supportive and intellectually stimulating environment. In doing so, it is intended to contribute positively to their longer-term career development within the mining and resources sector, or a closely related field.

The internship will involve exposure to a broad range of activities and materials that illustrate how sustainability and responsible business practices are integrated within the mining industry. This will include consideration of how meaningful pathways for progress can be defined, as well as reflection on some of the key challenges and barriers that may need to be navigated.

The scope of work may encompass both a global perspective and more detailed engagement with specific contexts, locations and impacts. Collectively, this experience is intended to help the intern develop an appreciation of 'big-picture' strategic thinking, while also building practical, goal- and project-oriented skills.

Typical tasks

These will likely be tailored to the candidate's interests and skillset but all will likely have a sustainability/ESG-focus, and might involve:

- Desktop research
- Document reviews
- Problem-definitions and identifying practical solutions
- Data reviews and summary analysis
- Diary managment
- Assist in liaising with external stakeholders/partners
- Assist in event planning/management
- Assist in Communications development

Essential requirements	

Application	• Clear interest in mining's role in society, the energy transition, climate and environmental impacts and and responsible production
	• Demonstrated curiosity about sustainability, ESG, climate change and nature, and/or social development
	• Confidence engaging with complex, sometimes ambiguous topics
	• Reliability, discretion and good judgement in a professional setting
	• Eager to develop a deeper and wider knowledge of (some of) the items listed below…
	
	Professional behaviours
	• Comfortable working:
	  ○ With guidance, but able to manage defined tasks independently
	  ○ Across teams with different specialisms (markets/investment, policy, communications, etc.)
	• Openness to:
	  ○ Feedback and iteration
	  ○ Exposure to senior stakeholders and external partners (with support)

Knowledge	Ideally, some understanding of at least a couple of the following: **Mining & materials** • What mining is and how minerals supply chains – and specifically, gold - function • The role of minerals and metals in the energy transition • Awareness of key sustainability challenges in mining **Sustainability & ESG** • The concept of ESG and why it matters to investors, governments and companies • Basic climate concepts (e.g. GHG emissions, net zero, transition risks) • Awareness (not mastery) of international frameworks or standards (e.g. UN SDGs, responsible sourcing, climate disclosure) • The idea of 'responsible' supply chains and sourcing Helpful but not required: **Policy, markets & reputation** An interest in how: • Policy, regulation and investor expectations influence mining companies and sectoral strategies • Industry organisations (like the WGC) shape narratives, standards and collaboration
Technical skills	**Research & analysis** • Ability to gather, summarise and compare information from multiple sources • Comfort working with qualitative information and basic data **Written communication** • Clear, structured writing in plain English • Ability to draft short notes, summaries or briefing material **Critical thinking** • Willingness to ask good questions • Ability to identify key points rather than reproduce large volumes of information **Digital & working skills** • Confidence using Microsoft Word, PowerPoint and Excel (basic level)

	• Basic online research tools and academic / public sources • Willingness to learn 'internal' document management and collaboration tools

About the World Gold Council

The World Gold Council leverages its broad knowledge and experience to improve understanding of the gold market and underscore gold's value to individuals, investors, society and the world at large.

Collaboration is the cornerstone of the World Gold Council's approach. It is an association whose members are the world's most forward-thinking gold mining companies. With its membership and its many industry partners, the Council seeks to develop gold's evolving role as a catalyst for advancements that meet societal needs and contribute to social and environmental progress.

It initiates and raises standards, expands access to gold, and supports innovation to a ensure vibrant and sustainable future for the gold market and its many stakeholders.

From its offices in Beijing, London, Mumbai, New York, Shanghai, Singapore and Dubai, it seeks to deliver positive impacts worldwide.