

### **SUSTAINABILITY & SOCIAL IMPACT LEADER**

Purpose-driven leader with significant experience in strategy, product sustainability, operations, supply chain and community impact. Systems thinker who helps organizations and sectors transform while bringing big ideas into action. Culture-builder known for developing high performing teams and partnerships. Community-rooted change-agent dedicated to a more equitable and sustainable future.

Core competencies include:

- Strategy • Innovation • ESG • Product Transparency & Sustainability • Circularity • Responsible Sourcing
- Decarbonization • GHG and Plastic Accounting • Life Cycle Assessment • Zero Waste • Advocacy
- Stakeholder Engagement • Philanthropy • Environmental Justice • Inclusive Leadership • Communication

### **PROFESSIONAL EXPERIENCE**

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**Pure Strategies**, Durham, NC (remote) 8/2025-Present

**Senior Sustainability Advisor**

Advise clients on climate action roadmaps, sustainable packaging transformation, responsible sourcing and human rights, and safer products.

**Beautycounter**, Durham, NC (remote) 3/2023-4/2024

**Director, Sustainability**

Led strategy and operations for responsible sourcing, sustainable packaging, and climate action.

- Revamped responsible sourcing strategy and oversaw audits of the brand's mica and palm oil supply chains for human rights, labor, the environment, and traceability.
- Achieved RSPO certification for more than 100 products, the most of any beauty brand globally.
- Updated brand's sustainable packaging supplier guidelines for material health and influenced more than 30 product briefs to align with packaging goals for reuse, recycled content, and recyclability.
- Completed greenhouse gas inventory and developed a decarbonization strategy in line with SBTi-validated net zero targets.

**Burt's Bees**, Durham, NC 7/2012-11/2022

**Associate Director, Sustainability** (2021-2022)

**Manager, Sustainable Business & Innovation** (2012-2021)

**Vice President, The Burt's Bees Foundation** (2012-2022)

Served on the Burt's Bees Innovation Leadership Team. Developed and led sustainability strategy, delivered ambitious product and operational results, built authentic cause partnerships.

- Integrated ingredient and packaging sustainability into innovation while driving brand growth.
- Wrote product sustainability standards and strategy, led first reusable packaging initiatives, reduced virgin packaging footprint by 20%.
- Led product safety and packaging collaboration with retailers, helping them to define standards while supporting sell-through of Burt's Bees products. Qualified products for Target Clean, Ulta Conscious Beauty, Walmart Sustainability Index, and Amazon Climate Pledge Friendly.
- Established Net Zero Plastic to Nature goal and strategy to recover and recycle plastic waste.
- Oversaw annual GHG assessment and business-level carbon neutral certification as well as assessment and certification of brand's first carbon neutral certified products.
- Established and elevated cause partnerships via marketing campaigns, like *Bring Back the Bees*, which resulted in the planting of 15 billion wildflowers seeds and netted 180 million PR impressions.
- Directed zero waste to landfill program along with energy and water reduction initiatives.
- Developed Burt's Bees Foundation strategy to protect biodiversity and promote environmental justice.
- Oversaw \$4 million in grants to more than 175 organizations.



**iContact**, Morrisville, NC

5/2010-2/2012

**Manager, Corporate Responsibility**

Led company to B Corporation certification. Directed corporate responsibility initiatives including community giving, environmental sustainability, employee engagement, policy advocacy and GRI reporting.

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**ADDITIONAL RELEVANT EXPERIENCE**

**VisionSpring**, El Salvador

**Social Impact Consultant**

Wrote business plan for Vision Spring El Salvador's comprehensive eye care model.

**Rapoza Associates**, Washington, DC

**Policy Associate**

Influenced policy decisions and the legislative process to secure billions of dollars of community investment in low-income communities in the United States.

**U.S. Peace Corps**, Benin, West Africa

**Small Enterprise Development Volunteer**

Supported women's cooperatives and other enterprises with technical assistance and access to finance.

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**EDUCATION**

**Master of Business Administration** - Yale School of Management, New Haven, CT

**Bachelor of Arts: Economics, International Relations, Political Science** - University of Wisconsin-Madison

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**ADDITIONAL INFORMATION**

- Eisenhower Fellow, 2018, Circular Economy & Biodiversity (Netherlands and Brazil)
- Forward Under 40, Wisconsin Alumni Association
- 40 Under 40 – Triangle Business Journal
- Durham Planning Commissioner (2024-present)
- Past Appointee & Chair, Durham Environmental Affairs Board (2017-2023)
- Co-Founder, Durham Living Wage Business Certification
- Participant, Phase I and Phase II Racial Equity Institute Training

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**LANGUAGES**

- Spanish – Advanced level of fluency
- French – Intermediate level of fluency