

# Corporate Social Responsibility Specialist

## EDUCATION AND TRAINING<sup>1,2</sup>

- Bachelor's degree in public policy, social services, culture and gender studies, or a related field. Some employers might require a master's degree.
- On-the-job training in corporate social responsibility, philanthropy, corporate affairs, or diversity, equity, and inclusion.

## SALARY RANGE<sup>1,3</sup>

- \$61,450–\$87,720

## WHO ARE THEY?<sup>1,2,3</sup>

Corporate social responsibility specialists are mission-driven and highly organized professionals who plan and implement corporate programs that promote and support the public good. They have a passionate belief in public service and understand the responsibility of business organizations to be responsible community members who can play a valuable role in addressing public issues. They can collect and draw conclusions from information to provide organizations with guidance on forming new community projects. They can manage multiple projects at once and prioritize time and tasks. Corporate social responsibility specialists have outstanding communication skills for engaging public stakeholders.

## WHAT DO THEY DO?<sup>1,2,3</sup>

Corporate social responsibility specialists plan, supervise, and evaluate corporate projects that are intended to support the public good by addressing community issues and problems. Such programs might create opportunities for young people, address poverty issues such as lack of nutrition or homelessness, work to solve environmental issues, or provide support for targeted groups such as the sick, veterans, or military families. Corporate social responsibility specialists interact with community stakeholders to identify potential programs and services. They plan and administer these programs and collect and analyze data to evaluate their effectiveness. They propose improvements to existing corporate services and manage community awareness initiatives. In many organizations, corporate social responsibility specialists also implement programs intended to increase the diversity, equity, and inclusion within the corporate workforce. Effective corporate social responsibility specialists harness corporate resources to improve the quality of life in the communities they serve.

## JOB OUTLOOK<sup>1,2</sup>

Over the next 10 years, overall employment of corporate social responsibility specialists is projected to grow much faster than the average rate for all occupations. Many consumers make purchasing decisions based on a corporation's reputation for social responsibility. As a result, more firms are hiring social responsibility experts to help increase corporations' roles in addressing issues such as the aging of the population, climate change, and income inequality, as well as diversity, equity, and inclusion issues.

## HOW DO I BECOME ONE?<sup>1,3</sup>

Corporate social responsibility specialists need at least a bachelor's degree in a field such as public policy, social services, or culture and gender studies. Some positions may also require a master's degree.

In addition, corporate social responsibility specialists need multiple years of on-the-job experience working in areas such as corporate social responsibility, philanthropy, corporate affairs, or diversity, equity, and inclusion. These experiences will give candidates a strong understanding of how public issues impact various groups as well as the community as a whole.

Corporate social responsibility specialists need strong interpersonal and communication skills for engaging community stakeholders and working with colleagues on large projects. They need to be able to design and administer multiple complex programs at once.

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1 "Social and Community Service Managers." Occupational Outlook Handbook, U.S. Bureau of Labor Statistics.  
<https://www.bls.gov/ooh/management/social-and-community-service-managers.htm>

2 "Corporate Social Responsibility Manager." Villanova University.  
<https://www.villanovau.com/resources/public-administration/corporate-social-responsibility-jobs/>

3 Job Listing, Community Engagement Manager, Microsoft 4.2.  
[https://careers.microsoft.com/us/en/job/1062689/Community-Engagement-Manager?jobsource=indeed&utm\\_source=indeed&utm\\_medium=indeed&utm\\_campaign=indeed-feed](https://careers.microsoft.com/us/en/job/1062689/Community-Engagement-Manager?jobsource=indeed&utm_source=indeed&utm_medium=indeed&utm_campaign=indeed-feed)