



***“Gheorghe Asachi” Technical University of Iasi, Romania***



## ESSENTIAL SKILLS FOR PROFESSIONALS IN THE CONTEXT OF THE CIRCULAR ECONOMY

**Caroline Kühl Gennaro<sup>1,2</sup>, Alexandre Tadeu Simon<sup>1</sup>, Carlos Roberto Camello Lima\***

<sup>1</sup>Methodist University of Piracicaba, Rod. do Açúcar, Km 156, Piracicaba, 13.400-911, SP, Brazil

<sup>2</sup>Human 4up, Santa Bárbara d'Oeste, 13.450-005, SP, Brazil

<sup>3</sup>Mackenzie Presbyterian University, Rua da Consolação, 930, São Paulo, 01302-907, SP, Brazil

## Abstract

People are essential in organizations for successfully transitioning to the Circular Economy (CE). Continuous investment in training and development of individuals is necessary to effectively acquire the essential skills for implementing the CE. Literature lacks objective discussions on this topic, leading to several research gaps. This article aims to identify the key competencies of professionals in the context of CE. It is based on a systematic literature review performed from July 2019 to January 2020 regarding the requirements for CE implementation, which was later evaluated by a panel of experts. An analysis of the information gathered in the literature review ranged from 2008 to 2020, allowing us to identify 21 competencies grouped into three categories: technical, human, and conceptual. Consequently, it is proposed that these competencies should be considered essential requirements for companies to successfully transition to the CE, relying on the support of well-prepared and committed individuals. This study contributes to theory by identifying and organizing the necessary professional skills for working in the CE. The managerial implications of this study are related to the need for managers and Human Resources professionals to carefully select the relevant skills for both hiring and training processes.

**Key words:** circular economy, competencies, human resources, skills, sustainability

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\* Author to whom all correspondence should be addressed: e-mail: carlos.lima@mackenzie.br; Phone: +5519 997662900