



Role Profile

ESG Director

Location

Gloucester, GL3 4AH

Salary

up to £90,000pa DOE

Contract Type

Permanent / Full-Time

Blackfinch Group is an award-winning investment specialist with a heritage dating back over 25 years. A trusted provider, we work in partnership with advisers. Our businesses offer tax-efficient solutions, early stage investing, managed portfolio services, property financing and renewable energy. As an environmental, social and governance (ESG) investor, we work for a positive impact. We're proud to be entrusted with over £500 million in assets under management and administration.



Purpose of Role

Working with our CEO and stakeholders to lead Blackfinch's sustainability/ESG framework development and strategy. You will analyse climate-related risks and opportunities to develop the ongoing and evolving ESG strategy at Blackfinch. As a subject matter expert you will focus on building strategy and internal processes to support the efficient and effective progression of ESG in Blackfinch. In addition, working with the investment teams to build data capture and reporting processes for the timely dissemination of information to stakeholders and clients.

Ensuring that Blackfinch remains in the forefront of thought leadership, you will seek out opportunities to generate and promote points of view and opinions on ESG topics to take to clients and write market leading content.

Key Accountabilities

Product Research

- Monitoring Blackfinch's ESG activities on an on-going basis and keeping abreast of event risks.
- Keeping up to date with market developments, best practices and helping to develop offerings which can support the growth of Blackfinch in its promotion of ESG.

Leadership and team contribution

- Represent Blackfinch at industry forums and events, and with clients / potential clients as requested.
- Initiate and contribute to thought leadership pieces periodically, working closely with the Marketing team for the timely release of these pieces, reports and ensuring the successful promotion of Blackfinch's ESG activities both internally and externally.
- Provide oversight and input as a subject matter expert on ESG frameworks and reporting, compilation of the Annual Report and any other ESG metrics required by the business.
- Develops and runs training / webinar workshops for clients.
- Ensure that industry and product knowledge is continually developed personally and that it is disseminated to relevant persons in a timely manner.

Collaborative and individual engagement

- Chair the Blackfinch ESG Committee.
- Assisting investment teams with engaging investee companies on specific ESG related agenda items.
- Engagement with senior management and decision makers to improve the quality of dialogue on ESG, with clients and internal stakeholders, ensuring we remain proactive and become a value-added partner to our clients.

Strategy

- Execute a plan that would place Blackfinch as a market leader within the ESG space. Clearly demonstrating Blackfinch's alignment to Sustainable Development Goals (SDG).
- Lead the development of Blackfinch's impact and sustainability assessments across various investment vehicles and funds where required.
- Formulate, maintain and communicate Blackfinch's performance to its ESG Impact Matrices.
- Manage the service delivery and client relationships; overseeing reporting to clients on ESG activities.
- Stay abreast and anticipate the developments of the Industries in which Blackfinch and our clients operate and report on new and emerging trends which could influence strategy and direction.

Risk Management

- Take initiative regarding regulatory, reputational and ethical matters, providing proactive advice and coaching to internal stakeholders? Ensure they are adequately trained in and cognisant of regulatory, reputational and ethical risks.
- Ensure that key regulatory risks and concerns are raised into the governance framework throughout the Corporate teams.

Governance

- Ensuring that Blackfinch as a signatory of the PRI complies with all signatory requirements and managing the yearly reporting process.
- Responsible for assessing the effectiveness of Blackfinch's arrangements to deliver effective governance, oversight and controls in the business and, if necessary, oversee changes in these areas.
- Awareness and understanding of the regulatory framework, in which the Group operates, and the regulatory requirements and expectations relevant to the role.
- Working closely with the CEO and relevant internal stakeholders to ensure that Blackfinch has the necessary infrastructure to support regulatory developments.
- Working with relevant internal teams, take responsibility for embedding the highest standards of ethics, including regulatory and business conduct. This includes understanding and ensuring compliance with, in letter and

Skills & Qualifications

spirit, all applicable laws, regulations, guidelines and the Fair Outcomes for Clients, Effective Financial Markets and Financial Crime Compliance.

- Effectively and collaboratively identify, escalate, mitigate and resolve risk, conduct and compliance matters.

Essential Qualifications

- Hold an ESG qualification either CFA Charterholder or PRI Academy or.
- A minimum 2:1 degree, preferably an MBA.

Experience & Knowledge

- In depth knowledge of UN Sustainable Development Goals, and other major ESG Regulations
- Have a minimum of 2 years' working knowledge of main ESG rating Agencies methodologies such as Sustainalytics, Vigeo Eiris and MSCI.
- Have a minimum of 2 year's experience of the PRI reporting framework and feeding into the reporting process.
- Knowledge of the regulatory context and planned regulatory developments in different jurisdictions related to sustainable/ESG investing and their impacts on our sectors.
- Solutions focused with proven business judgement and high ethical and professional standards.
- Promotes good teamwork and guides others with vast experience and knowledge of the market.
- Excellent interpersonal, written and oral communication skills with ability to communicate and influence across a broad range of sophistication levels.
- Strong communication skills and experience in interacting with various stakeholders, such as senior leadership and industry bodies.

If you believe you have the skills and experience for this role, we'd be interested to hear from you.

Apply by sending your CV and any other supporting documents to **HR@blackfinch.co.uk**.

If you require any further information about this role, we're here to help, contact us on 01452 717070.

Our Values

At Blackfinch we're working to make a difference in the world. We partner with advisers to meet client and business aims. Inspired by the work of Charles Darwin, we're named after one of Darwin's finches, which influenced his theories of evolution.

Our values of 'adapt', 'evolve' and 'thrive' run through everything we do. We continually adapt to changing markets, providing evolved products so that our customers can thrive. These values inform our work as an ESG investor, working towards a more sustainable future.



Offering a supportive environment, championing continuing professional development and sponsoring staff for qualifications.



One of the friendliest businesses in financial services, supporting our people, customers and investee companies.



Providing opportunities to progress plus to take up benefits, and to get involved in sponsorship and charity work
