



Company:	BlueBay Asset Management LLP
Position:	ESG (Environmental, Social & Governance) Investment Analyst – Contractor ('ESG contractor')
Reporting line:	Head of ESG Investment Risk
Industry:	Asset Management
Location:	Mayfair, London, UK
Term:	Contractor, to start as soon as possible, for a period of up to 6 months
How to apply:	Please direct all applications to Kate Halstead at Acre: Kate Halstead Direct: +44 (0)20 7400 5585 Office: +44 (0)20 7400 5570 Email: kate.halstead@acre.com Web: www.acre.com
Deadline:	30/04/19

Summary of role

The ESG Contractor will play a critical role in supporting our ongoing ESG investment integration efforts at BlueBay. Utilising their knowledge and understanding of sustainability/ESG/CR matters, they will work with the ESG Investment Risk team to incorporate material ESG risk insights into our investment processes and decisions. The role would suit an experienced sustainability/ESG professional who has knowledge of identifying and understanding material sustainability/ESG risks across multiple sectors and geographies. In-house/direct ESG investment experience is not essential but would be beneficial.

About BlueBay

With offices across the globe and over US\$60 bn in assets under management, this forward-thinking asset management firm is one of Europe's largest specialist fixed income managers.

BlueBay has a unique culture where innovation has been at the heart of the firm since inception. We pride ourselves on being respectful and collaborative to our peers and clients and look for these attributes in the people we recruit. We also look to identify candidates that act with integrity and are solutions-orientated in their daily responsibilities, as well as being willing to take collective and individual accountability for their actions. BlueBay believes in nurturing and progressing talented individuals who align themselves with these attributes.

The role of ESG investing within the broader investment context

The aim of investment managers is to deliver strong investment returns over the long term for our clients. We do this by utilising a range of datasets and employing the best people to interpret this to identify material investment insights.

There is emerging consensus that complementing conventional financial risk analysis with consideration of ESG factors provides for a more complete view, and so can help us make better investment decisions. This is particularly important given the world is facing a growing range of environmental and social challenges and problems such as climate change, natural resource degradation, poverty and social equality. The systematic nature of many of these developments means they are increasingly relevant to the functioning of financial markets and the global economy.

Ethical investing, responsible investing or ESG investing has emerged as a form of managing assets which can potentially respond to both sustainability concerns as well as deliver superior long-term returns. It is a field more established in equity investing than debt investing but given the larger assets under management the latter represents, and the fact that debt markets are better suited to deliver the financial instruments needed to finance low carbon transitions, the role of debt investors cannot be understated. BlueBay is committed and active in working to embed ESG within our broader investment risk framework.

ESG investment risk management at BlueBay

BlueBay believes ESG risk factors can be relevant to fixed income investing, in terms of downside risk mitigation; as such we apply an ESG investment risk management framework for all our managed assets, with efforts led by our ESG Investment Risk function. Our model for ESG means that we seek to empower our investment teams to take ultimate ownership of ESG risks as it relates to their areas of interest, with ESG providing a critical support function.

Details about the role

The ESG Contractor role would suit an experienced individual looking to build on and expand their sustainability/investment career whilst helping in shaping BlueBay's ongoing ESG investment risk efforts. This role has been created to help support the ESG team with the integration of ESG factors into fundamental credit research, as well as help support the ongoing efforts to incorporate ESG investment risks into our investment processes, in order to ensure BlueBay continues to demonstrate an offering that is compelling, robust and progressive. This is a rare chance to gain exposure to the challenges and opportunities of incorporating ESG risks within a fixed income setting.

Whilst there may be some flexibility depending on the successful candidate, the Contractor role, as currently defined involves working within the ESG Investment Risk team, with responsibilities including (but are not limited to):

- **Reviewing & validating ESG risk profiles of investments:** a primary focus of the ESG Contractor role is on supporting the implementation of our new formal investment ESG evaluation process rolled out across our public debt team, involving the review and validation of the ESG analysis and conclusions conducted by our credit analysts of held investments. Our aim is to ensure all our holdings have an associated formal ESG evaluation, which results in the generation of proprietary ESG data points which input into investment decisions.
 - The role involves cross-referencing the written content supplied by analysts with data from ESG vendors and using the individual's own knowledge of sustainability/ESG/CR to ensure the appropriate assessment of ESG risk is reached. There may be some degree of interactions with analysts in reaching a consensus on the assigned ESG metrics

- The review will primarily focus on corporate issuer investments, although it could potentially involve sovereign issuer investments as well
 - The ESG evaluations are done across all sectors/industries and geographies. Whilst we may be able to be accommodating in terms of preferred sectors/industries, the Contractor is expected to have transferable skills to apply his knowledge/experience to all sectors/geographies
 - The Contractor will have expected average daily and weekly targets of reviewed ESG evaluations which will be discussed and monitored by the ESG team
 - Full training and support will be provided by the ESG team
- **Providing broader support to the ESG team:** a secondary and a lesser part of this role as currently envisaged, involves the Contractor providing (primarily administrative) support to ESG team members on an ad-hoc or project basis on a range of tasks. These duties can be wide ranging and could potentially include: supporting the internal dissemination of ESG investment relevant ESG insights, conducting background ESG sectoral/thematic analysis to enhance ESG insights, conducting ESG background research to facilitate issuer ESG engagement efforts or business development opportunities, as well as sourcing and/or collating information to support internal ESG analysis, monitor or reporting requirements.

Experience, knowledge, skills and behavioural competences

- Demonstrable wide-ranging and in-depth knowledge and understanding of ESG/sustainability/CR issues as this relates to different sectors/industries, and geographies, and how they translate into material investment risks
- Knowledge and experience with using and interpreting data from ESG vendors (e.g. MSCI ESG Research, Sustainalytics, RepRisk etc.) an advantage
- Rigorous research and analytical skills which demonstrate ability to evaluate ESG data/information efficiently, effectively and accurately identify ESG investment material risks, as well as apply good judgement / make recommendations which inform on credit investment risk analysis
- Competence in working independently with minimal supervision and taking ownership of tasks, as well as operating collaboratively to support team members on shared projects/team tasks
- Strong organisational and time management skills, being able to work under pressure to deadlines and targets, and keeping the wider ESG team up to date on progress
- Ability to keep motivated and maintain high quality outputs whilst carrying out routine / repetitive tasks
- Excellent written, verbal and presentation skills to effectively and credibly communicate and engage with investment teams on ESG credit risks