



ROLE: Director of Responsible Investment and Engagement

GRADE: E, Competitive salary and package

Date: July 2020

Role	Need to do	Need to know	Values and Behaviours
<p>Outcomes: The Investment Director of Responsible Investment and Engagement will work closely with the CIO, investment team and the wider LGPS Central business to manage, build on and further develop the existing responsible investment and engagement function.</p> <p>The ID Responsible Investment and Engagement will influence the investor style and culture of the Central Pool through the development, implementation and maintenance of a distinctive “Responsible Investment and Engagement Policy”, the integration of RI&E into all investment activities at LGPS Central and the ongoing development and management of specific RI&E related investment products/services . You will manage a policy and engagement team to ensure that the Pool’s capability and skill base is sufficient to deliver the Policy and products/services, and to meet the objectives of the Partner Funds. You will also support the CEO, CIO and Investor Relations function on communications with the Partner Funds and represent the Pool externally on investor responsibility and engagement policy matters.</p> <p>Financial</p> <ul style="list-style-type: none"> Delegated budgets as appropriate <p>Non-Financial</p>	<ul style="list-style-type: none"> Develop, deliver and maintain the Pool’s “Responsible Investment and Engagement Policy” (“RIEP”). Work with the CIO and Investment Directors to integrate the RIEP into the investment process for all asset classes and investment portfolios, monitoring in each case the financial value added by adoption of the RIEP. Develop an engagement strategy and rolling enablement programme to ensure that all the Pool’s portfolio managers are aware of ESG issues with investments, and can influence company boards, third party managers or funds effectively (with necessary support from the policy and engagement team). Managing the effective delivery of current RI&E services to Partner Funds Clients and the development of new investment products/services to suit anticipated/evolving Partner Fund needs Be the “Responsible Investment and Engagement” ambassador for LGPS Central within the investment community, Partner Funds and with regulators, government and key stakeholders in the UK and internationally. As a member of the Investment Committee, oversee and advise on investor responsibility and engagement issues in relation to all asset classes and investment portfolios, and give 	<p>Skills/Knowledge/Experience/Competence:</p> <ul style="list-style-type: none"> Significant experience of investor responsibility and engagement at a senior level as a portfolio manager, policy maker or influencer, preferably in an asset manager or other financial institution. Demonstrates and can articulate investment, policy making and public influencing skills. Ability to integrate responsible investing principles with practical investment functions and policies. Can objectively evaluate ESG and specifically, climate risk of investment portfolios and investment processes. Experience identifying and mitigating ESG risk in internal and external investment portfolios across multiple asset classes. Experience of engaging with companies and third-party managers directly, and of working collaboratively with other funds, government, government agencies and campaign groups. Established relationships with key RI/ESG service providers. Has successfully built, run and developed high performing teams. 	<p>Values:</p> <ul style="list-style-type: none"> Clients focus Supportive workplace Integrity Togetherness Outward focus <p>Behaviours:</p> <ul style="list-style-type: none"> Open, fair and transparent Honest and trustworthy Empowered in making right decisions Accountability for results and delivery Collaboration



<ul style="list-style-type: none"> • Performance - KPIs • Health and Safety • Team Management <p>Delegated Authority Levels: Management of RI&E team [currently 3 members]</p> <p>Reports to CIO</p> <p>Relationships Internal:</p> <ul style="list-style-type: none"> • Executive Directors/ Board/NEDS/Heads/managers/ staff <p>Relationships External:</p> <ul style="list-style-type: none"> • Partner Fund Clients/Shareholders • Other LGPS pool companies • Government • Investment industry RI&E shareholder bodies • Media (working with LGPSC communications team) 	<p>relevant input to the investment strategy of the Pool.</p> <ul style="list-style-type: none"> • Provide assurance that portfolios are managed within the RIEP parameters set in the Prospectus and the IMA. • Working with the CRCO, ensure that RIEP is always consistent with the Risk and Compliance Framework. • Support the ID Manager of Managers to develop the “External Manager of Managers Process” and then ensure that it is applied across all external portfolios. • Embed a culture of high performing, collaborative, research based and responsible investing across LGPS Central. • Line management and personal development responsibility for the Responsible Investment and Engagement team. • Promoting the values of LGPS Central and proactive compliance with our regulatory obligations 	<ul style="list-style-type: none"> • High degree of professional ethics, integrity and gravitas. • Excellent judgement and analytical skills. • First class interpersonal, people management and communication skills. <p>Qualifications</p> <ul style="list-style-type: none"> • Degree level or equivalent • CFA (or working towards) or equivalent qualification / relevant responsible investment experience. 	
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LGPS Central Limited provides an ambitious, exciting, supportive and family-friendly working environment. We are committed to helping our people achieve their full potential and a healthy work-life balance. We are an inclusive employer and offer equal opportunities to all regardless of an individual’s age, disability, gender identity, marriage or civil partnership, status, pregnancy or maternity, race, religion or belief, sex and sexual orientation. Candidates who declare that they have a disability and who meet the essential criteria for the job will be offered an interview.