



Appointment of Chief Executive Officer

July 2021

About the PRI

The PRI is the world's leading proponent of responsible investment. We work to understand the investment implications of environmental, social and governance (ESG) factors and to support our international network of investor signatories in incorporating these factors into their investment and ownership decisions. The PRI acts in the long-term interests of our signatories, of the financial markets and economies in which they operate and ultimately of the environment and society. The PRI is truly independent. We encourage investors to use responsible investment to enhance returns and better manage risks but do not operate for our own profit; we engage with global policymakers but are not associated with any government; we are supported by, but not part of, the United Nations.

PRI 2021-24 Strategy

The PRI has grown significantly since it was founded in 2006 by a group of visionary investors in partnership with the UN Global Compact and UNEP Finance Initiative. Today there are more than 4,000 signatories in over 80 countries and responsible investment has entered the mainstream. We are a 'big tent' – an organisation open to signatories of all types, irrespective of size, scale, or geography, joined by a shared ambition to drive responsible investment forward. That broad spectrum means the PRI and its signatories represent the entire investment chain, as well as being a very diverse signatory base.

We have now embarked on a new strategic plan (2021-24) which aims to deepen ESG integration, help standardise ESG data, drive ESG policies and regulation, strengthen accountability, continue to focus on climate change, increase our focus on social issues, and support investors in having a real effect on the world's progress towards the Sustainable Development Goals.

Increasingly, our signatories are recognising that the real-world sustainability outcomes they contribute to shaping through their investment activities will feed back into the financial risks they face. For this reason, Building a Bridge between financial risk, opportunities and real-world outcomes is a key element of this strategy. In the coming three years, the PRI will help signatories understand what this looks like in practice, how to integrate and how to measure outcomes, while remaining grounded in fiduciary duty and the broader role of investors in society. Read more about the PRI's strategy [here](#).

The PRI Board has agreed an ambitious strategy. The next phase is to truly scale the organisation, including strengthening signatory value, deepening understanding of our signatories, transforming our digital reach, developing our staff, and building a truly global organisation. The infrastructure and architecture of the PRI needs to match the ambition. In 2020, our income grew to £18m, up from £13.3m in 2019, from signatory fees, grant income and online education course sales. It is anticipated that our team of 170 staff members will grow to almost 300 by the end of this strategy period.

Working at the PRI provides an opportunity to engage with highly motivated, culturally diverse professionals on a wide range of cutting-edge issues, such as income inequality through the lens of sustainable finance. The PRI provides scope for development at all levels with opportunities for project leadership and management working alongside some of the most influential signatories and leaders across financial markets and economies. In combination with a supportive culture that encourages continuous learning and flexible working policies, PRI is a highly engaging place to work on truly transformative issues.

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UN PARTNERS:

UNEP FINANCE INITIATIVE
UN GLOBAL COMPACT



4000+

SIGNATORIES:

ASSET OWNERS,
INVESTMENT
MANAGERS
AND SERVICE
PROVIDERS



80+

US\$ TRILLION:

ASSETS UNDER
MANAGEMENT



6

PRINCIPLES:

RECOGNISING THE
MATERIALITY OF
ENVIRONMENTAL,
SOCIAL AND
CORPORATE
GOVERNANCE ISSUES



A BLUEPRINT FOR RESPONSIBLE INVESTMENT

“Our aim over the next 10 years is to bring responsible investors together to work towards sustainable markets that contribute to a more prosperous world for all.”

The PRI will focus on the following areas of impact:

■ RESPONSIBLE INVESTORS

We will strengthen, deepen and expand our core work: to lead responsible investors in their pursuit of long-term value and to enhance alignment throughout the investment chain.

- EMPOWER ASSET OWNERS
- SUPPORT INVESTORS INCORPORATING ESG ISSUES
- FOSTER A COMMUNITY OF ACTIVE OWNERS
- SHOWCASE LEADERSHIP AND INCREASE ACCOUNTABILITY
- CONVENE AND EDUCATE RESPONSIBLE INVESTORS

■ SUSTAINABLE MARKETS

We will address unsustainable aspects of the markets that investors operate in, to achieve the economically efficient, sustainable global financial system that responsible investors and beneficiaries need.

- CHALLENGE BARRIERS TO A SUSTAINABLE FINANCIAL SYSTEM
- DRIVE MEANINGFUL DATA THROUGHOUT MARKETS

■ A PROSPEROUS WORLD FOR ALL

We will enable signatories to improve the real world – now and in the future – by encouraging investments that contribute to prosperous and inclusive societies for current and future generations.

- CHAMPION CLIMATE ACTION
- ENABLE REAL-WORLD IMPACT ALIGNED WITH THE SDGs

The role of Chief Executive Officer

The Chief Executive Officer (CEO) is the Senior Management Officer of the PRI Executive and is responsible for inspiring and leading an effective and cohesive Leadership Team. They will be an outstanding people leader with a track record of leading multidisciplinary teams and developing those around them. The role is responsible for all strategic and operational aspects of the PRI, accountable to the PRI Board, and reporting to the Chair of the Board.

With high levels of engagement with the investment industry, membership organisations, the UN and NGOs, the Chief Executive Officer will lead the PRI on its path to even greater global visibility and impact. The CEO creates a vision for success and enhances the strong mission driven culture of the PRI, requiring an inspiring leader with a mindset for developing and driving forward the PRI. The individual will have a passion for responsible investment and the opportunities presented by the PRI.

As the main spokesperson for the PRI, the CEO needs well-honed presentation and public speaking capabilities, with an authenticity to their style that accurately represents the tone and ethical standards of the PRI. The CEO must be a strong networker who is able to listen to Signatories and promote responsible investment and the work of the PRI.

This is a significant opportunity to join the PRI in a highly influential leadership role, and to play a key part in an organisation dedicated to promoting the adoption of responsible investment practices internationally to address the most urgent social and environmental issues of our time.

Core Responsibilities:

- Supporting the development of the strategy.
- Delivering on the implementation of the strategy and the annual business plans.
- Engaging with signatories and representing the organisation to key stakeholders.
- Developing and maintaining key strategic alliances, partnerships, and collaborations.
- Embodying and strengthening the PRI's Principles and Mission orientated culture.
- Oversight and leadership of the organisation, leading and managing the Management Team, and working constructively with the PRI Board.

The person

We are looking for a person with:

- deep understanding of the investment industry and responsible investment;
- strategic mindset and a demonstrated track record of thought leadership;
- experience of delivering transformational organisational change;
- understanding of membership-type organisations;
- strong management track record, ideally from the financial industry;
- ability to build constructive relationships with key stakeholder including UN partners;
- and
- experience of developing leadership teams and empowering others.

The PRI aims to be a genuinely inclusive organisation. We're proud to be a diverse, global team united by values including openness, positivity, and drive that stems from our founders.

Our objective is to integrate equal treatment and promotion of diversity into all aspects of the PRI's day-to-day life and we actively encourage applications from candidates from a wide range of backgrounds.

Terms of appointment

Location: London, UK, with flexibility to work remotely. As this is a global role, occasional international travel will be required.

Remuneration: A competitive salary will be agreed with the successful candidate in addition to the generous benefits outlined below.

Annual Leave 25 days per annum plus bank holidays.
 Christmas shutdown: Employees must allocate 3 days’ annual leave to this period, and the PRI will provide an additional 3 days to ensure a minimum of 12 days’ unbroken time off is provided (inclusive of 2 weekends).

Mental Health Days We give all employees 2 mental health days per year to take whenever that may feel necessary. Think of this as a wellbeing day, do the things that make you feel good, yoga, meditation, exercise or simply just time with family to recharge.

Pension Contribution Employer contribution of 8% and if employee contributes 4% the PRI will contribute an additional 4%.

Family Leave Enhanced Family Leave Pay

| Length of service | Full Pay Period |
|-------------------|-----------------|
| Less than 1 year | Statutory only |
| Over 1 year | 13 weeks |
| Over 2 years | 26 weeks |

Shared parental leave: It gives you and your partner more flexibility in how to share the care of your child in the first year after birth than simply taking maternity and paternity leave. Assuming you are both eligible, you will be able to choose how to split the available leave between you.

Private Healthcare and Dental Cover Individual health and dental cover for employees and family

Health Cash Plan Your health cash plan puts money back into your pocket that you’ve spent on everyday healthcare.

Employee Assistance Programme Confidential 24-hour assistance to employees, including counselling, financial advice, help and information.

Life Assurance and Income Protection Life Assurance: 4 times salary cover
 Income protection: If you are sick for over 13 weeks, we will pay 75% of your salary until you’re recovered.

Holiday Buying Up to 10 days holiday buy scheme, paid back each month.

Sabbatical leave 4 weeks’ paid leave upon 5 years’ service.

Season Ticket Loan Staff can obtain a season ticket loan to pay for their travel.

Cycle to Work Scheme Bicycle loans are available, you can sign up via our benefits system

Gym Flex Take your pick at beginning a gym membership out of thousands of gyms around the UK at corporate discounted rates.

Perks at Work Access to a platform that offers discounts for shops, restaurants, cinema and more.

How to apply

Saxton Bampfylde Ltd is acting as an employment agency advisor to the PRI on this appointment.

Candidates should apply for this role through our website at www.saxbam.com/appointments using code **FAQAAB**.

Click on the 'apply' button and follow the instructions to upload a CV and cover letter, and complete the online equal opportunities monitoring* form.

The closing date for applications is noon on **Thursday 12 August 2021**.

GDPR personal data notice

According to GDPR guidelines, we are only able to process your Sensitive Personal Data (racial or ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, genetic data, biometric data, health, sex life, or sexual orientation) with your express consent. You will be asked to complete a consent form when you apply and please do not include any Sensitive Personal Data within your CV (although this can be included in your covering letter if you wish to do so), remembering also not to include contact details for referees without their prior agreement.



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