



Person Specification

This form lists the essential and desirable requirements needed in order to do the job.

Applicants will be shortlisted **solely** on the extent to which they meet these requirements.

Job title: Policy Analyst – Sustainable Finance

Department/Division: Grantham Research Institute on Climate Change and the Environment

Competency	Criteria	E/D
Knowledge & experience	<ul style="list-style-type: none"> Postgraduate degree in environmental economics/finance, environmental/energy policy, economics, finance, management, or a related field 	E
	<ul style="list-style-type: none"> Work experience in the areas of sustainable finance, responsible investment, ideally with a focus on the social dimension 	E
	<ul style="list-style-type: none"> Knowledge and experience in applied research and policy analysis 	E
	<ul style="list-style-type: none"> Strong analytical skills, in particular with regards to data gathering, processing, analysis and visualisation 	E
	<ul style="list-style-type: none"> Experience with using data portals, e.g. Bloomberg, Reuters etc. 	D
	<ul style="list-style-type: none"> Strong quantitative skills, including proficiency with spreadsheets and spreadsheet-based models 	E
	<ul style="list-style-type: none"> Experience of writing for and engaging with decision-makers in business, the public or third sectors about climate-related issues 	E
	<ul style="list-style-type: none"> Experience of drafting reports and editing 	E
	<ul style="list-style-type: none"> Excellent and proficient IT skills, including PowerPoint, creation and development of databases and use of related software 	E
	<ul style="list-style-type: none"> Good understanding of issues in sustainable finance and responsible investment 	E



Communication	<ul style="list-style-type: none"> • Excellent use of written and spoken English • Excellent interpersonal and communication skills, both written and oral, with the ability to communicate with internal colleagues, collaborating institutes and external bodies • Ability to communicate complex ideas and technical issues to a range of different non-technical audiences • Excellent presentation skills 	<p>E</p> <p>E</p> <p>E</p> <p>E</p>
Teamwork and motivation	<ul style="list-style-type: none"> • Ability to both work independently and as part of a team within the Grantham Research Institute and across relevant research groups • Ability to work in a fast-paced and high-level environment • Ability to self-learn and keep pace with developments in a complex, dynamic and fast-moving area 	<p>E</p> <p>E</p> <p>E</p>

E – Essential: requirements without which the job could not be done.

D – Desirable: requirements that would enable the candidate to perform the job well.