



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: Analyst (Policy Officer, Transition Pathway Initiative Centre)

Department/Division: Grantham Research Institute on Climate Change and the Environment
Accountable to: Policy Fellow, Research Project Manager, Antonina Scheer

Competency	Criteria	E/D
Knowledge & Experience	Undergraduate degree in environmental economics/finance, environmental/energy policy, economics, finance, or a related field.	E
	Postgraduate degree in environmental economics/finance, environmental/energy policy, economics, finance, or a related field.	D
	Professional experience and in-depth knowledge of applied research in climate change or sustainable finance.	E
	Professional experience and in-depth knowledge of climate policy (e.g. decarbonisation or adaptation policy challenges in specific countries or regions, relevant legislative and executive policymaking processes, UNFCCC guidance for national target setting, biennial reporting, etc.).	E
	Understanding of sovereign bond markets.	E
	Excellent analytical skills, with the ability to produce rigorous high-quality research and analysis in a timely manner, including the ability to analyse complex ideas and apply appropriate methods.	E
	Excellent quantitative and IT skills, including advanced Excel skills and proficiency with spreadsheets.	E
	Excellent writing skills and experience drafting reports and editing as well as proficiency in Word and PowerPoint.	E
	Familiarity with national emission accounting and Integrated Assessment Models, such as those provided by the International Energy Agency (IEA) or the Intergovernmental Panel on Climate Change (IPCC).	D



	Proficiency in the creation, maintenance and expansion of databases (MS Access, MS Power Apps, SQL) and/or advanced skills in R and Python programming language for data management, analysis, including visual analysis outputs.	D
	Proficiency in languages in addition to English	D
Communication	Excellent interpersonal and communication skills, both written and oral, with the ability to communicate with internal colleagues, external research partners, companies and investors.	E
	Ability to communicate complex ideas and technical issues to a range of different non-technical audiences.	E
	Experience writing for and engaging with decision-makers in the public or private sectors about climate-related issues to ensure policy-relevant impact.	D
Teamwork and Motivation	Ability to both work independently and as part of a team within the Grantham Research Institute and across relevant research partners.	E
	Ability to work in a fast-paced and high-level environment.	E
	Ability to self-learn and keep pace with developments in a complex, dynamic and fast-moving area.	E

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

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