Job Description

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Sustainable Investment Analyst / Consultant</th>
<th>Practice</th>
<th>Manager Research</th>
</tr>
</thead>
<tbody>
<tr>
<td>Segment</td>
<td>Investment, Risk and Reinsurance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>LOB</td>
<td>Investment Consulting</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The Company

Willis Towers Watson (NASDAQ: WLTW) is a leading global advisory, broking and solutions company that helps clients around the world turn risk into a path for growth. With roots dating to 1828, Willis Towers Watson has 40,000 employees serving more than 140 countries. We design and deliver solutions that manage risk, optimize benefits, cultivate talent, and expand the power of capital to protect and strengthen institutions and individuals. Our unique perspective allows us to see the critical intersections between talent, assets and ideas – the dynamic formula that drives business performance. Together, we unlock potential. Learn more at willistowerswatson.com

The Business

Willis Towers Watson Investment works with large asset owners to create and implement long-term investment strategies. Our diverse client base includes institutional investors such as corporate pension plans, insurers, endowments and sovereign wealth funds. As a leading investment solutions firm, we have a steadfast commitment and responsibility to provide outstanding investment outcomes for the benefit of our clients. To accomplish this, we look to hire and retain the best people, provide opportunities for them to continue to develop their skills and then empower them to make a difference. The Investment business employs over 800 associates worldwide, has more than 1,000 institutional clients, c$90 billion of assets under management, and $2 trillion of assets under advisory.

The Manager Research team assists in driving our clients’ decision making by sourcing the most appropriate ideas and ensuring we have the best solutions to implement them. We have one of the largest teams in the industry with over 100 researchers across the world’s major investment hubs following one global, integrated research process. Our expertise is built on a foundation of in-depth qualitative and quantitative analysis, combining a thorough understanding of each asset class with the ability to identify skilled investment managers.

The Role

We currently have a unique opportunity for an Analyst / Consultant to join our Sustainable Investment team with a secondary focus on equity manager research. The role will be based in London, UK. The candidate will play a central role in the Sustainable Investment team, which is comprised of a dedicated network of Sustainability Champions sitting in each asset class of research and our client consultancy team globally.

The role spans research, developing materials and reports, and responding to client enquiries in an area of growing importance for asset owners. Specific responsibilities include co-ordination and development of our Sustainable Investment reports which provide an in-depth assessment of asset managers’ ESG integration and stewardship capabilities. The role also involves researching best practices, market developments and key topics within sustainable investment, and developing materials (toolkits and research papers) for our clients in response.

Equity manager research will involve working to identify the most skilled managers globally and monitoring investment strategies for our clients. As an important member of our research team, you will be expected to work in close collaboration with your colleagues globally, grow our intellectual know-how, become a subject-matter expert and remain heavily engaged in financial market developments. Thought leadership and innovation are at the heart of the research agenda to develop the best solutions for our global client base, thus creativity, curiosity, a strong knowledge of financial markets and desire to improve outcomes for clients will be necessary. The candidate will develop a close working relationship with our internal investment manager research, asset research and portfolio management teams to help embed sustainability into the identification, assessment and implementation of investment opportunities.

Role objectives

- Co-ordinate, review and develop Sustainable Investment reports across asset classes by liaising with manager research teams and the quantitative data team to complete research
- Prepare, update and enhance client materials on sustainable investment topics
- Respond to internal/external client enquiries and support colleagues on client projects
- Critically evaluate fund managers’ sustainable competitive advantages. Assess their team behavioural traits and form judgement on investment skill by analysing the investment philosophy and process. Understand expected returns and risk drivers
- Interpret quantitative and qualitative data to help support decision making
- Participate in global sustainability initiatives as needed such as PRI assessment reports and research papers

**The Requirements**

- 2+ years of investment experience through consulting, fund management or research; previous experience in sustainability not a requirement but it should be an area of interest
- Self-starter who can balance a varied workload
- Strong financial understanding
- Ability to assess problems from a quantitative and qualitative perspective
- Enquiring and analytical mind with an ability to incorporate a “big picture” view
- Excellent communicator with good written and presentation skills
- Team player who brings enthusiasm to the team and contributes to thought leadership, direction and efficiency of our team
- CFA or IFoA qualified or progression towards either of these qualifications desirable but not essential

*Willis Towers Watson is an equal opportunities employer and does not discriminate on any basis. We support flexible working and this role will be considered on a flexible basis.*