

## ESG Associate

Are you a driven, impact-oriented, socially conscious professional that thrives in an entrepreneurial environment? Do you want to work alongside thought leaders at a growing, world-class, mission-driven B Corp with a history of delivering strong investment performance and generating positive social and environmental impacts? Join us in making a positive impact.

### The Role

Boston Common Asset Management (BCAM) is looking for a motivated **ESG Associate** to join our inclusive and collaborative “Best for The World™” team. The ESG Associate will serve as a key member of Boston Common’s Integrated Investment Team, responsible for conducting company- and sector-level ESG research and supporting the firm’s engagement initiatives.

The ESG Associate will allocate about 50% of their time to ESG research and 50% of their time to engagement work. They will deliver BCAM’s commitment to ESG integration through conducting intensive ESG research, supporting research-driven engagements, and embedding engagement learnings into their active research coverage and conviction.

### Key ESG Research Responsibilities

- Evaluate the corporate ESG practices of U.S. and global companies (U.S and foreign securities).
- Aggregate information according to our established process using Internet-based research tools; proprietary databases; third-party information vendors; corporate, NGO, and government reports; and other sources.
- Analyze data and prepare ESG Company Reports, ESG Sector Reports, ESG Thematic Reports, and other reports as needed to inform our ongoing assessment of the ESG performance of portfolio holdings and potential investments.
- For covered sectors, work collaboratively with Boston Common’s ESG Team, Global Sector Analysts, and Portfolio Managers to monitor the ESG performance of investment holdings, monitor sector-relevant trends, vet candidates for investment, and produce ideas for investment.
- Develop and maintain ESG research databases and generate portfolio-level ESG reports.

### Key Engagement Responsibilities

- Support Boston Common’s engagement initiatives, through planning, research, letter-writing, direct dialogues, and tracking and communication of outcomes.
- Perform administrative tasks for the team, including but not limited to scheduling corporate engagement dialogues, participating in corporate dialogues, and maintaining and disseminating meeting minutes.
- Track the team’s engagement activity and results relating to corporate, collaborative, and public policy engagements.
- Support assessments and other workstreams related to firm-level commitments (i.e., Net Zero Asset Managers Initiative, Finance for Biodiversity Pledge, Zero Deforestation Commitment).
- Support BCAM’s quarterly and annual reporting efforts by generating and/or contributing to engagement and impact reports.

## Qualifications

- Bachelor's degree and preferably 1-2 years of work experience in ESG research and engagement or related field
- ESG-issue expertise and ESG investing knowledge is desired
- Conscientious, deadline-driven, and detail-oriented
- Exceptional written and oral communication skills
- Ability to work independently and as part of a close-knit team
- Ability to build constructive working relationships with a diversity of colleagues
- Ability to step back from detailed work to reflect and incorporate feedback
- Ability to multi-task and prioritize effectively while maintaining a positive and flexible attitude
- Computer and Internet proficiency
- Intermediate knowledge of Microsoft Excel and/or proficiency with Bloomberg Terminal, FactSet, Python or other programming interfaces or languages preferred

## Compensation

Compensation will depend on experience and qualifications. BCAM offers a competitive benefits package, including medical, dental and 401(k) plans.

BCAM is committed to fostering a diverse and inclusive work environment. Diversity enriches our culture, our work, and aligns with our community, organizational, and investment philosophy. Boston Common Asset Management is an Affirmative Action-Equal Opportunity Employer and does not discriminate based on race, color, religion, sex, national origin, age, disability, military/veteran status, sexual orientation, gender identity or expression, marital status, neurodiversity, genetic information, or any other protected status.

## About Boston Common

Boston Common Asset Management BCAM is a diverse, women-led, sustainable investor and innovator dedicated to the pursuit of financial return and social change. An active, global equity ESG investment manager and a leader in impactful shareowner engagement since its founding in 2003, BCAM is majority women- and employee-owned. BCAM is headquartered in Boston with an office in San Francisco. The company's investment strategies totaled \$6.0 billion in assets as of December 31, 2021.

For more information, please visit [www.bostoncommonasset.com](http://www.bostoncommonasset.com).

Certified



Corporation

Recognized as "BEST  
FOR THEWORLD:  
Overall", by B Lab –  
2017, 2018, & 2019