



JOIN OUR PURPOSE-DRIVEN MANAGEMENT CONSULTANCY

We are looking for exceptional people to join our team. In return, we offer an opportunity to grow your career in a challenging and fast-paced industry where you can see impact from day one. Our team is purpose-driven, high-performing and proud to provide unparalleled advice to our clients.

This is an open call for professionals seeking to join our team:

- **Consultants** – experienced professionals with a demonstrated track record of advising companies on sustainability matters
 - **Analysts** – driven individuals with finance, engineering or sustainability backgrounds looking to build a career as a management consultant
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About Quinn & Partners

Quinn & Partners is a leading management consultancy specializing in corporate sustainability, sustainable finance, climate change and ESG integration for corporations and investors.

Our company is built on the belief that businesses can be more successful when they consider broader sustainability risks and opportunities. Our clients include well-known, TSX and NYSE listed and Fortune500 Canadian and US corporations, as well as many of the largest North American pension plans and institutional investors.

Our vision is to be our clients' trusted advisor in all matters relating to sustainability and ESG. Our mission is to advance sustainability integration in business and capital markets.

We are employee-owned and offer profit-sharing and company shareholding to employees.

We are in business to create positive returns for shareholders, employees, clients, the environment, our local communities and society at large. This is demonstrated by our B-Corporation certification that ranks as "Best of the World" for Overall, Governance and Worker Impact.

What we do

Our work touches all areas of corporate sustainability, sustainable finance, ESG and climate change.

- **Strategy:** We support our clients to understand market trends and best practices, evaluate which factors are material for their organizations, articulate how sustainability supports their business goals, and ultimately set strategic direction and objectives
- **Integration:** We serve as our clients' partners in executing their sustainability strategies. We build capacity across internal teams, develop programs and tools, and advise on governance and organizational implications. Most importantly we implement sustainability programs and support our clients to measure their ongoing performance and manage improvements by setting and achieving ambitious targets



- *Reporting:* We provide our clients with a wide range of sustainability communication and reporting services. Using standards like GRI, TCFD, CDP, SASB, UN SDGs, PRI and GRESB, we develop materials that transparently present how clients are making meaningful progress on their sustainability journey and their future direction

What we are looking for

- *Knowledge:* You have relevant academic and professional background in business, finance, sustainability, engineering or policy. Environmental or sustainability courses, certificates and experience are an asset (e.g., SASB FSA, GRI, GHG Protocol). Graduate degree preferred, but not essential
- *Curiosity:* You stay on top of trends, read business news, are interested in new sustainability concepts and solutions, know what global leaders are doing, and you ask brilliant questions
- *Communication:* You can articulate complex ideas to audiences ranging from executives to the general public. You are clear, concise and adept in all forms of communication (written, verbal, presentation, e-mail, additional languages are an asset)
- *Drive:* You exhibit a growth mindset in everything you do. You are tenacious and challenge excites you. You can prioritize and advance multiple projects, are comfortable working in a fast-paced environment, undaunted by ambiguity and take pride in mastering new things
- *Collaborative:* You work well with others, including team members and clients, you strive to understand other view points and are motivated to help
- *Diversity:* We aspire to have a team that possesses a diversity of thought, opinion, background and experience
- *Passion:* You are passionate about corporate sustainability, responsible investing and/or climate change, and you would like to build a long-term career with us supporting business and investors to embed sustainability in their business models

Consultant role

- 5-10 years of professional experience including experience in advisory and/or managerial roles
- Strong familiarity with corporate sustainability, sustainable finance, climate change and ESG integration investment approaches with the ability to advise clients on these topics from day one
- Experience leading and coaching junior team members

Analyst role

- 2-4 years previous work experience in investing, strategy consulting, private equity or business operations. Experience in sustainability/ ESG focused roles considered an asset
- You can quickly distill information into insights and turn this into polished, client-ready deliverables
- You are a self-starter that takes pride in your work and possesses exceptional time management and organizational skills
- You are a proficient Excel user and master quantitative analysis

What you can expect

- The successful candidate can expect to join an entrepreneurial team, where a healthy attitude toward learning and asking questions will be rewarded with exceptional development opportunities and invaluable experience
- Most work relates to client projects. However, all team members also contribute to developing company intellectual capital and client relationships. We balance roles and duties based on individual career aspirations and talents



- Compensation is competitive with the market and based on experience. It consists of base salary and a bonus tied to our company's success. We offer 25 paid days off each year, Equinox gym membership/Presto transit pass and a competitive benefits package (dental, drug, extended health, vision)
- People-oriented policies address flexible work arrangements, conference attendance and parental leave
- The majority of our team is based in Toronto, but we would be delighted to consider the right candidate who is based elsewhere in Canada. Our clients are mostly in North America and most work is virtual with minimal travel to client site

How to apply

Please apply to careers@quinnandpartners.com with:

- Cover letter (one-page max)
- Curriculum vitae (two-page max)
- Academic transcripts
- Two references, preferably from previous managers (reference letters not required)

All applicants **must** be eligible to work in Canada. If you are **not** able to provide some of the above documentation or are not currently eligible to work in Canada, please explain in your application, otherwise you may not be considered.

If you require or would like any accommodation in the recruitment process, please let us know in your cover letter.

We will review applications as they are received but may not respond right away. We appreciate your patience.

We look forward to hearing from you!

<https://www.quinnandpartners.com/>

<https://www.bcorporation.net/community/quinn-partners-inc/>

