

JOIN OUR PURPOSE-DRIVEN MANAGEMENT CONSULTANCY

We are looking for an experienced consultant to support our climate services. In return, we offer an opportunity to deliver leading-edge solutions for major investors and companies at an unprecedented time in history where you can have a real impact.

If you love a challenge, thrive in team settings, and care deeply about making a positive impact, let's start a conversation. One of the few women-led consultancies, we offer our consultants a wide variety of projects, tier one clients, and managers who are accessible, generous of their time, and supportive. Our aim is to create the most inspiring work environment possible. We're looking for smart, hardworking, down-to-earth people who are passionate about business. If that sounds like you, we'd love to hear from you. We are a certified B Corp (how could we not be?), women-led, and fully committed to improving equity, diversity and inclusion.

The role: In this role, you will support our growing climate practice area. You will deliver strategies and solutions to help our expansive list of global clients address the most pressing global challenge, contribute deep expertise and thought leadership to our inspired and knowledgeable team, and expand our advisory mandates with existing and new clients.

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 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.

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.

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

The company's commitment to sustainability is reflected by our own sustainability leadership, demonstrated by our B-Corporation certification that ranks as "Best of the World" for Overall, Governance and Worker Impact. See our Sustainability Report [here](#) and our Equality, Diversity and Inclusion policy [here](#).

The role

We are looking for an experienced and qualified consultant and climate change expert to support and expand our climate services platform. Specifically, you will:

- Support development and execution of projects focused on:
 - Greenhouse gas measurement and modeling, abatement planning, net-zero and Science Based Target setting, and developing implementation plans to achieve targets for corporate footprints and financed emissions

- Climate risk and opportunity assessment (policy, market, technology, physical climate risk), scenario and financial impact analysis related to climate change risk and opportunities
- Climate strategy and implementation plan development, including integration into corporate strategy and enterprise risk
- Climate reporting, applying TCFD recommendations
- Develop and maintain Quinn & Partners knowledge base of climate data sources, standards, regulations and best practices, including:
 - Climate scenarios and associated impact data
 - Sectoral/industry decarbonization pathways, projections and thresholds (e.g., transition pathway initiative, SBTi, EU Taxonomy, CRREM, NZBA, NZAM)
 - Sector climate guidance and reports detailing how various industries will be impacted by climate, what they need to do to transition and associated abatement measures and costs (e.g., McKinsey industry marginal cost abatement curves)
 - Climate standards, including target setting standards, transition alignment (e.g. Climate Bond Initiative)
 - Regulations and regulatory trends (e.g., carbon pricing, technology phase-out requirements, climate disclosure requirements)
 - External climate experts, think tanks, data providers and other resources
- Coordinate with service, business development and client leads to craft and scope service offerings to help our clients effectively address the climate imperative in their businesses
- Develop and refine climate service delivery tools (e.g., emission and abatement models, risk and opportunity assessment frameworks)
- Support the development of climate competencies of team members, build awareness and delivery capabilities
- Monitor market, policy and industry trends related to climate change mitigation and adaptation

Who we are looking for

Key qualifications

Experience

- 3-7+ years of professional experience including experience in consulting, investor or corporate climate change management roles
- Extensive background in greenhouse gas emission quantification, modelling of abatement opportunities, evaluating decarbonization pathways and setting and executing Science-Based Targets
- Experience developing and analysing climate change risk assessments, including the use of scenarios and projections, and designing frameworks to communicate climate risks and opportunities to executive audiences
- Experience developing and implementing climate strategies and disclosure for organizations

Knowledge

- Deep understanding of climate data, scenarios, projections and transition pathways, such as IPCC and IEA
- Advanced knowledge of greenhouse gas accounting (GHG Protocol and PCAF), emission abatement strategies and technologies, sectoral decarbonisation pathways, and associated analytical and problem-solving skills
- Application of TCFD's recommendations



- Understanding of major climate policy and regulatory developments, in Canada and beyond, such as carbon pricing mechanisms, sector specific regulatory obligations and corporate and investor disclosure requirements
- 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

Key attributes

- *Curiosity:* You are on top of trends, read business news, are interested in the latest leading practices relating to climate management and finance and know what global leaders are doing
- *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:* You bring new perspectives and lived experience. 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 climate change, and you would like to have a meaningful impact by addressing the difficult challenge of re-orienting businesses and our global economy toward resilience, equity and long-term sustainability

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
- Opportunity to join senior leadership team
- Compensation is above market for similar consulting firms and based on experience and track record. It consists of base salary and a bonus tied to our company's success. We offer 25 paid days off each year, gym membership/ transit pass and a competitive benefits package (dental, drug, extended health, vision). We are employee owned and team members that demonstrate a desire to build the company have the opportunity to acquire shares through employee stock option compensation plan
- People-oriented policies address hybrid work arrangements, training and conference allowances, equity, diversity and inclusion policy and programs, and parental leave
- An appreciation for diversity, equity and inclusion. We believe when people feel valued, respected and included, they are able to achieve their full potential, be more productive, and feel successful and fulfilled. Diverse backgrounds, experiences, perspectives and voices enhance our ability to learn, grow, develop, innovate and contribute richer, more excellent advice for the betterment of our clients and society at large.
- The majority of our team is based in Toronto, but we have offices and team members in Vancouver and Montreal and would consider the right candidate based elsewhere in Canada. Our clients are mostly in North America and most work is virtual with minimal travel to client site
- We have a hybrid work policy and are updating it to reflect post-COVID realities, but expect local employees to work in-person at our office to contribute to culture and team



How to apply

Please send application to Tony Pringle (tony@quinnandpartners.com) by April 29 with:

- Cover letter (one-page max)
- Curriculum vitae (two-page max)
- Complete our equity, diversity & inclusion self-identification questionnaire (optional – the questionnaire and instructions can be found on our website - [link](#))
- Note that as a part of the recruitment process, we will ask for references and do a background check

If you are **not** able to provide some of the above documentation please explain in your application, otherwise you may not be considered.

Quinn & Partners is an equal opportunity employer and seeks to pursue fairness and equity and minimize conscious and unconscious bias in our hiring practices. We are committed to growing a team with diverse backgrounds and experiences. 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/>

