

## JOIN OUR PURPOSE-DRIVEN MANAGEMENT CONSULTANCY

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**We are looking for an Impact Services Lead and Engagement Manager to join our team. In return, we offer an opportunity to deliver leading-edge solutions for major investors at an unprecedented time in history where you can influence change.**

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 colleagues 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 lead the development and growth of our impact investment practice. You will develop strategies and solutions to help our expansive list of global clients focus their investments on achieving real world outcomes. You will contribute your deep expertise and thought leadership to our knowledgeable team, and expand our advisory mandates with existing and new clients.

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### About Quinn & Partners

Quinn & Partners is a leading management consultancy specializing in corporate sustainability, climate change, ESG and impact investing.

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.

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.

Based in Toronto, Vancouver and Montreal, we are a team of 30 experienced advisors. We are majority women-led and employee-owned, and offer profit-sharing to employees.

The company's commitment to sustainability is reflected by our own sustainability leadership, demonstrated by our B-Corporation certification. See our [Sustainability Report](#) and our [Equality, Diversity and Inclusion policy](#).

### The role

We are looking for an experienced consultant and impact investment expert to guide and expand how we advise institutional investors about impact investing. Specifically, you will:

- Lead the development of new and expanded impact and outcome-based investing services:
  - Investor and portfolio impact, and outcomes alignment and baseline assessments
  - Impact strategy development, opportunity and market needs assessment, defining targeted outcomes and stakeholder priorities, establishing a theory of change
  - Impact management system design, including impact fund frameworks, due diligence evaluation, monitoring and measurement tools

- Impact reporting and communications
- Verification of investor impact frameworks, measurement and reporting
- Coordinate with Quinn & Partners client leads to identify opportunities and client demands, and sell impact service to institutional investors and asset owners
- Scope projects and draft proposals
- Co-deliver impact projects and coach team members to ensure they reflect leading practices and the quality of work Quinn & Partners is known for
- Ensure consulting services are priced and delivered profitably
- Continue building our internal resources relating to impact investment tools, methodologies, resources, data sources and service providers to enhance our services
- Develop our team's impact investment expertise and build delivery capabilities and processes
- Act as our firm's external-facing expert within our industry and with clients, and contribute to thought leadership

## Who we are looking for

### Key qualifications

#### *Experience*

- 10+ years of professional experience, including advisory and/or managerial roles
- Extensive background in impact investment, sustainable finance, community investment or social impact evaluation and measurement
- Working in or with capital markets and institutional investment practices, particularly in private markets
- Leading and coaching interdisciplinary teams, including inspiring your colleagues
- Demonstrated track record of developing strong relationships

#### *Knowledge*

- Deep understanding of impact investment principles, frameworks and standards (IMP, Operating Principles for Impact Management, SDG Impact, GIIN IRIS, Theory of Change)
- Experience implementing and using impact measurement approaches and tools
- Knowledge of institutional investment approaches to impact integration across a range of asset classes for asset owners and managers

### Key attributes

- *Curiosity:* You are on top of trends, read business news, are interested in the latest leading practices relating to SDGs, climate and sustainable 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 thrive by working with others, including team members and clients; you strive to understand other view points and are motivated to contribute and 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 out 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
- 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 purchase shares through an employee stock option compensation plan
- People-oriented policies address 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](mailto:tony@quinnandpartners.com)) by April 14 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](#))

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/>

