



Duty Statement

Classification: **Investment Officer III**

Position Number: **275-091-4695-003**

HCM#: **4189**

Branch/Section: **Investment Office / Sustainable Investments**

Location: **Sacramento, CA**

Working Title: **ESG Analytics Specialist**

Effective Date: **May 1, 2025**

Collective Bargaining Identifier (CBID): **R01**

Supervision Exercised: Yes No

Telework: Office-Centered Remote-Centered Not Eligible

CalPERS is the nation's largest public pension fund, with investments across public and private asset classes globally. The Investment Office (INVO) is responsible for investing CalPERS' assets using a wide array of instruments and vehicles to generate strong long-term total returns within acceptable levels of risk.

The **Sustainable Investments (SI) Program** collaborates with each asset class to:

- Identify and assess investment opportunities through a sustainability lens; and
- Continuously improve investment processes by integrating Environmental, Social, and Governance (ESG) risk analysis best practices.

Under the direction of the Investment Manager (IM) and Associate Investment Manager (AIM), the **ESG Analytics Specialist (Investment Officer III)** will play a key role in the development and deployment of ESG analytics and will contribute to SI's investment advisory function across public asset classes.

The Investment Officer III is expected to foster a positive team environment while exemplifying CalPERS' Core Values—Quality, Respect, Integrity, Openness, Accountability, and Balance—and aligning with CalPERS' Investment Beliefs.

Essential Functions

Regular and consistent attendance in the office at least three days a week for teamwork, in-person collaboration, personal interactions with members, stakeholders, and other team members, cross-functional communications within CalPERS. In-person collaboration is essential to promote and foster innovation, creativity, and complete engagement by the team. Coordinating work in person allows the teams to stay functional and aligned with the work of others. Being present in the office is essential to allow for immediate accessibility for discussions, questions, mentoring, or strategy sessions between team members.

- 40% Onsite¹ and virtually, contribute to the design, development, and deployment of CalPERS' Sustainable Investments dashboard. The dashboard supports the SI team's ESG risk analysis function by identifying and quantifying material ESG risks in the CalPERS portfolio using best-in-class analytics. It also provides real-time updates on key performance indicators (KPIs) that track progress toward strategic sustainability objectives, such as the \$100 billion climate solutions investment commitment. The officer will produce both quantitative and qualitative assessments of CalPERS' climate solutions investments, including exposure analysis, performance measurement, and attribution.
- 20% Onsite¹ and virtually, lead the review of external investment research related to sustainable investing, with a focus on climate investing. Research sources include academia, sell-side analysts, third-party vendors, external managers, and industry or expert organizations. The officer will contribute to the SI team's thought leadership objectives by sharing high-quality, relevant content with asset class partners at CalPERS, with a value-creation/alpha generation mindset.
- 20% Onsite¹ and virtually, support the SI team's due diligence, selection, and monitoring of active management strategies in collaboration with CalPERS' public equity and fixed income teams. Perform quantitative analyses using tools such as FactSet and Bloomberg, evaluating historical returns and holdings. Assist in drafting investment committee recommendation memos and monitor externally managed strategies to ensure alignment with mandate expectations through portfolio performance and holdings reviews and periodic manager calls.
- 20% Onsite¹ and virtually, contribute to on-going projects within the SI team across public, private markets and policy advocacy units, and to the preparation of materials presented by the SI team to the Investment Committees of the CalPERS Board of Administration.

Working Conditions

- ¹ This position is designated as office-centered and works primarily onsite at the Sacramento, CA - Headquarters at least three weekdays.

Conduct, Attendance and Performance Expectations

- Ability to maintain consistent attendance.
- Ability to demonstrate punctuality, initiative, and dependability.
- Ability to model and support CalPERS Core Values (Integrity, Accountability, Respect, Openness, Quality and Balance).
- Ability to model CalPERS Competencies and demonstrate proficiency in; Collaboration, Leading People, Leading Change, Driving Results, Business Acumen, Communication, and Leading Self.

I have read and understood the duties and essential functions of the position and can perform these duties with or without reasonable accommodation.

Employee Name (Print):

Employee Signature: _____ **Date:**

I certify that the above accurately represent the duties of the position.

Supervisor Signature: _____ **Date:**