Duty Statement

Classification: **Investment Officer III**

Position Number: **275-690-4695-xxx**

HCM#: **1897**

Branch/Section: **Investment Office / Investment Technology, and Performance**

Location: **Sacramento, CA**

Working Title: **Portfolio Performance and Analytics Investment Officer**

Effective Date: **July 23, 2026**

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 in both domestic and international markets. The Investment Office (INVO) is responsible for investment and daily management of CalPERS assets. INVO invests in stocks, bonds, real estate, and private equity, utilizing a wide array of instruments and vehicles to generate the best total returns on a long term basis at an acceptable level of risk. The Performance Team within Investment Technology, and Performance (ITP) is responsible for creating transparency into CalPERS' portfolio to ensure that investment risks are intended, understood, and compensated. The Performance Team combines investment subject matter expertise with modern data and analytics capabilities to source, transform, validate, and distribute portfolio data and performance insights across the Investment Office and provides an independent assessment of investment performance.

Under the direction of the Associate Investment Manager (AIM), ITP, the Investment Officer III (IO III) will perform advanced investment performance measurement, attribution analysis, and portfolio analytics, while also designing, building, and maintaining data pipelines, calculation processes, and data architecture that support performance reporting and analytics. The position requires both subject matter expertise in investment performance and attribution methodologies and strong technical experience developing scalable data solutions using SQL, Python, dbt, Snowflake, and related tools. The IO III will perform these responsibilities while demonstrating CalPERS' Core Values of Quality, Respect, Integrity, Openness, Accountability, and Balance in accordance with personal work ethic in alignment 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**.**

35% Onsite[1] and virtually, develop, implement, and maintain both in house solutions including scalable data pipelines and vendor solutions for sourcing, curating, transforming, and distributing portfolio data and analytics to the Investment Office (INVO). Systems & tools may include but not limited to: FactSet, Bloomberg, Microsoft (MS) Excel, Power BI, Python, Structured Query Language (SQL), Data Build Tool (dbt) and Snowflake. Develop data management frameworks for performance data with the goal of becoming a center of excellence for portfolio data and analytics within INVO. Stay current on industry wide trends and apply best practices in investment performance and attribution and data management. Partner with internal stakeholders and external vendors to improve data quality, automation, and reliability of portfolio analytics.

25% Onsite and virtually, lead various efforts to support the measurement and reporting of investment performance and attribution. Design, implement, and manage processes, controls, and services needed to accurately monitor, measure, reconcile, and report investment performance and attribution to the Investment Office (INVO). Systems & tools may include but not limited to: FactSet, Bloomberg, MS Excel, Power BI, Python, SQL, dbt and Snowflake. Optimize operational processes and systems and oversee and coordinate with external service providers. Reduce operational risks through improved internal controls. Increase operational efficiency and capacity.

25% Onsite and virtually, Research, develop, and implement performance and attribution methodologies to enhance understanding of investment performance. Translate business and analytical requirements into technical specifications and production ready solutions. Contribute to the design, testing, and ongoing enhancement of in house performance analytics and calculation capabilities, including automation of complex business rules and validation controls. Support the work of INVO committees and INVO Program Areas. Stay current on industry wide trends and apply best practices in performance and attribution measurement and analysis.

10% Onsite and virtually, lead the day to day maintenance and monitoring of performance data processes, portfolio analytics workflows. Support a wide range of portfolio analytics projects that drive investment insight and support CalPERS' investment and risk management tools and processes. Ensure accurate, timely, and efficient sourcing and distribution of portfolio data and analytics for all CalPERS funds and portfolios. May be responsible for training and coordinating the work of lower level investment officers. Serves as subject matter expert for source data, data lineage, performance methodologies, performance calculations, and controls used to produce total fund performance and risk reporting and analysis. Systems &

tools may include but not limited to: FactSet, Bloomberg, MS Excel, Power BI, Python, SQL, dbt and Snowflake.

5% Onsite and virtually, may be responsible for taking the lead on special projects as directed by the Investment Manager, Investment Director, Deputy Chief Investment Officer, or Chief Investment Officer. Other duties as directed by the AIM.

Working Conditions

- [1] This position is designated as office-centered and works primarily onsite at the Sacramento, CA - Headquarters at least three weekdays.
- Infrequent amount of travel.
- Sedentary – may involve sitting for long periods of time.
- Use of office equipment such as computers, copiers and fax machines.
- Involves walking, standing, and sitting for varying amounts of time.

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**: