



Head of Policy – Job Description

PIRC is offering an exciting opportunity to shape the future policy of one of the UK's leading stewardship providers. Working closely with PIRC's newly appointed CEO, the head of policy will play a leading role within PIRC as it embarks on its next stage of development.

The position will provide the successful candidate with the opportunity to review and enhance PIRC's shareholder guidelines for our proxy voting clients and shape the policies that guide our engagement work with companies.

Working with our team of stewardship specialists, the head of policy will play a critical role as we take forward PIRC's mission and continue to lead on ESG issues. As a company focused on delivering real-world impact the role will enable the successful candidate to be part of our forward-looking team and the chance to improve corporate ESG standards for our investor clients and to the benefit of wider stakeholders.

To help achieve the CEO and board's vision for PIRC, we are looking for an exceptional, dynamic, experienced and innovative candidate. The role demands not only a deep knowledge of corporate governance and investment-related social and environmental factors, but also a firm commitment to PIRC's mission.

ABOUT US

PIRC raises the bar on corporate ESG behaviours to protect and enhance long-term sustainable returns for our clients and to the wider benefit of company stakeholders.

We have high expectations of the companies in which our clients invest and believe in stewardship with consequences. Our animating purpose is therefore to cause change.

The change we cause for our clients comes from forensic, independent analysis that looks under the bonnet of corporate disclosures, through stewardship specialists experienced in making a difference, and from a pioneering spirit that always pushes the envelope on stewardship.

The bedrock of PIRC's impact is found in its culture of fearlessly serving the needs and interests of its clients. PIRC is independently owned and acts only for investors and not issuers. Our services are tailored to each client: focused on their unique, consequential risks, designed to their distinct priorities and delivered in a way that puts them first.

Alongside this, we recognise opposition is not impact. This is why we take the time to understand the context in which a company exists and to work with companies to set expectations that are challenging but which can also be realistically achieved - for everyone's benefit.

The value we create for clients in this way is reflected in the value PIRC and its stewardship specialists gain from delivering for them. That is why we empower our teams to take a critical view, give them the resources to do so, and always back colleagues acting for change.

Combined, our purpose and our staff offer something unique: the opportunity for investors to reduce ESG risks that are material to them, while also delivering wider benefit to people and the planet. The drive this creates within PIRC is why we have been a trusted partner to active owners for over 30 years. And why we remain a fearless champion for responsible investors.

WHAT YOU CAN EXPECT WORKING WITH US?

We offer colleagues the chance to be part of a forward-looking, inclusive team focused on driving change. We have a culture centred on the welfare of colleagues, empowering the team to think independently and act fearlessly on behalf of our clients, and collectively celebrating our successes. As such, you will immediately be made to feel welcomed into our dynamic, friendly and supportive company based in London. You can expect a competitive salary and benefits. We value the work of every colleague and provide value to colleagues through the delivery of PIRC's mission. We therefore provide colleagues the opportunity to contribute to the important work we do in an environment which makes everyone at PIRC feel safe, confident, and inspired.

KEY JOB TASKS AND RESPONSIBILITIES

The successful candidate will have the opportunity to lead on PIRC policy and deliver impact by being responsible for:

- Reviewing and enhancing PIRC's Shareholder Voting Guidelines
- Developing PIRC's stewardship policies to shape PIRC's company engagement programme
- Leading on PIRC's thought leadership projects and briefing notes to clients

- Keeping the PIRC team and clients aware of regulatory and market-led policy developments and responding to relevant consultations
- Working with PIRC's proxy voting and company research team to design and develop new products and services
- Representing and speaking on behalf of PIRC at investor seminars and events and to the press
- Support with tenders and business development
- Advice and support regarding client reporting and PIRC seminars
- Supporting advisory work to clients on stewardship matters

REQUIREMENTS FOR THIS POSITION

To support the delivery of PIRC's mission, provide value to clients and enhance the impact we have, the candidate will need:

- A commitment to responsible investment principles and a focus on delivering change in company ESG practices
- Several years of experience in a corporate governance, responsible investment or ESG-related role
- First-class grasp of policy issues relating to corporate governance and stewardship
- Proven track record of developing innovative and impactful policy
- Strong written and verbal communication skills
- Ability to work with, engage and consult clients and stakeholders
- Previous experience managing projects and people
- Ability to be innovative and resourceful to meet the needs of the business

ABOUT YOU

- Dynamic, fearless and outcome-focused
- Inspired by a challenge
- Innovative, creative, and critical thinker
- Sound judgement and evidence-led decision-maker
- Clear and confident communicator
- Values colleagues and working as a team
- Agile, multiskilled and cooperative
- Respectful, generous and inclusive

For more details or to email your CV and cover letter please contact Hannah Hutcheon - hannah.hutcheon@pirc.co.uk

Please submit your application by 17th January 2025.