



# Position Specification

**Principles for Responsible Investment**  
Chief Responsible Investments Solutions Officer

## Our Client

The Principles for Responsible Investment (PRI) is the world's leading proponent of responsible investment. The PRI works to understand the investment implications of environmental, social and governance (ESG) factors and support an international network of investor signatories in incorporating these factors into their investment and ownership decisions.

The PRI is a global membership organisation that has grown significantly since it was founded in 2006 by a small group of investors in partnership with the UN Global Compact and UNEP Finance Initiative. Today there are more than 5,000 signatories in over 80 countries and responsible investment has entered the mainstream. Following a period of rapid growth, the aim of the current phase of development is to strengthen value across the diverse and global membership base, operate at scale, deepen understanding of the signatories, transform digital reach, develop organisational capabilities, and build a truly global organisation.

The PRI acts in the long-term interests of its signatories and of the financial markets and economies in which they operate as well as ultimately of the environment and society as a whole. The PRI is truly independent. It encourages investors to use responsible investment to enhance returns and better manage risks, but does not operate for its own profit; it engages with global policymakers but is not associated with any government; it is supported by, but not part of, the United Nations.

To learn more about PRI's work please use these links:

- [Blueprint for responsible investment](#)
- [2021-24 strategy](#)
- [The PRI work programme 2022/23](#)
- [Annual report](#)
- [PRI brochure](#)

## The Role

The PRI is now seeking a new Chief Responsible Investments Solutions Officer. The CRISO role is a critical hire for the organization and they will focus on supporting signatories to progress their responsible investment practices in two core priorities. The first is to identify the needs of investors and to develop useful solutions that will enable them to progress as responsible investors. The second aspect is to then operationalise and scale the various solutions to offer the best experience for the signatories.

PRI Solutions for investors includes tools, information, guidance, education, feedback, and peer comparison to show signatories how they are progressing, all enabled by a strong product approach.

The CRISO appointment comes at time for change for the PRI and responsible investors. PRI is shifting as an organisation to deliver on [Progression Pathways](#), co-designed with signatories. Accountability mechanisms and minimum standards will continue to be an integral part of the activities. The CRISO will therefore foster a culture of transformation and excellence.

The CRISO's working style will be highly collaborative. They will be an experienced leader used to managing significant and diverse teams, and they will have worked in global organisations. They will be able to demonstrate a record of accomplishment of significant success that includes delivering change and transformation in solution offerings.

## Roles and responsibilities of the Chief Responsible Investment Solutions Officer

- Collaboratively develop and implement investor-centric solutions consistent with the PRI's Principles and its mission, in a data driven manner, using 3<sup>rd</sup> party suppliers as appropriate.
- Develop and implement a signatory assessment programme that distinguishes various levels of responsible investment implementation, encourages signatory learning, and facilitates signatory performance.
- Work across the Executive Team and specifically working with the Chief Sustainable Systems Officer to develop the vision and purpose for progression pathways and what solutions can enable the delivery of it.
- Work with the Executive Team and Directors to engage with signatories as to their requirements regarding PRI solutions globally.
- Provide oversight and leadership of the wider RI Solutions Team, providing coaching and guidance to team members as required.
- Help build employee engagement, driving action to address any issues within the RI Solutions Team that are evidenced within the employee engagement survey.
- Act as a point of escalation for team performance and quality issues.
- Provide oversight and leadership across the organisation as part of the Executive Team, supporting employees' performance and development to help them fulfil their potential.
- Provide relevant reporting to the CEO and Board.
- Act as an ambassador for PRI, representing the organisation at key events.

## Candidate Profile

In terms of the performance and personal competencies required for the position, we would highlight the following:

### Competencies

- A collaborative and consultative approach to working with others & commitment to fostering an inclusive environment locally and globally within the organization.
- Ability to work in a complex and diverse stakeholder environment.
- Strong programme management skills, with experience in designing projects and delivering successfully through others by providing timely and constructive advice on the objectives and performance.
- Ability to grow capability and capacity within the team across a variety of skill sets.
- Excellent stakeholder management, relationship management and interpersonal skills.
- Ability to forge long-term relationships with industry leaders and drive decision-making in diverse, multi-stakeholder groups.

### Experience

- Proven deep experience of working within investor or financial services settings e.g. Investment consultancy or data providers or financial product development or client solutions.
- Demonstrable experience of delivering value to users and stakeholders through products and services. Ideally, with experience of pricing products in a mission driven environment.
- Proven leadership skills, with evidence of managing large teams effectively.
- Experience in developing and managing strategy, business plans, P&L, and resourcing requirements.

### Qualifications

- Language skills, other than English, are desirable.

As this is a global role, international travel may be required.

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*PRI particularly welcome candidates from under-represented groups, including Black, Asian, and other People of Colour, those with visible or non-visible disabilities, LGBTQ+ candidates and those who are neurodivergent.*

*The PRI is committed to offering flexibility to our employees, both formal (e.g. part-time work) and informal (e.g. a shift in hours to accommodate caring responsibilities). Please talk to us about how we could make this role flexible for you.*

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