



Business Initiative for Climate Friendly Finance – Retirement Savings Lead

About the Business Initiative for Climate Friendly Finance

The objectives of the Business Initiative for Climate Friendly Finance are to both decarbonize corporate bank accounts and employee retirement plans, starting with a group of leading U.S. companies. This approach is modeled after the success of REBA (now CEBA), which has convened companies to procure 100% renewable energy. The goals of this effort include moving capital towards climate friendly lending at minority depository institutions, credit unions, B Corp banks, and other climate-friendly lenders, as well as towards climate friendly retirement investment funds. Using a JEDI lens, the initiative is action oriented and focused on solutions development.

Summary of the Role

This is a special opportunity for an individual to help companies with the decarbonization of retirement accounts. This will involve working with leading companies to support them in aligning their retirement accounts and solutions with their climate commitments. Developing tools, serving as a connector, and working with various stakeholders in the defined contribution supply chain is imperative. In addition, this person will collaborate with corporations to measure their full scope 3, category 15 emissions and report these emissions, including finances and investments, and encourage other companies to measure and report carbon emissions resulting from their financial supply chain.

Responsibilities:

The individual in this role must be comfortable working in a fast-paced, changing environment, executing quickly on a range of responsibilities. The ideal candidate has a curious, optimistic and compassionate mindset, an entrepreneurial and resourceful approach to problem-solving, a passion for social impact, and a spirit of humility in engaging with all stakeholders. Furthermore, the ideal candidate is detail-oriented and has a self-driven mindset and is persistent in following up and ensuring the highest level of professionalism. This role will include developing collateral and practical, actionable materials to educate and support retirement benefit teams at non-financial US companies. Will keep track of total assets shifted within corporations within scope 3, category 15, including developing case studies that quickly convey low hanging fruit opportunities for urgently aligning retirement accounts with climate action. Will also research, analyze, and synthesize product opportunities (mutual funds, target date funds, etc.) for climate impact and design new approaches with the asset management community using the results of a needs assessment from the non-financial companies.

Skills and Qualifications:

Employee Retirement Savings Expertise

- Minimum 3 years of work experience with an asset manager that serves the defined contribution space
- Experience working for a plan manager or investment advisor a plus
- Experience working in the benefits department of a non-financial company a plus
- Experience working for a financial regulator a plus
- Strong network of climate-friendly product developers, retirement savings distribution channels, benefits providers, asset managers, and retirement investment advisors

Functional Expertise

- Thrives in entrepreneurial environments
- Strong written and verbal communication skills. Ability to communicate effectively to all levels of the organization and to the larger community
- High attention to detail
- Knowledge of retirement systems, climate justice, impact investing and corporate partnerships
- Experience with racial justice, diversity, equity and inclusion work preferred
- Demonstrated ability to exercise initiative
- Ability to use new software, including Zoom and other communication platforms
- Proficiency in MS Office (Word, Excel, PowerPoint)
- Comfort working with a virtual team
- Candidate would ideally have some event planning experience
- Minimum 3 years of work experience, no maximum - we welcome seasoned professionals
- Bachelor's Degree or equivalent
- MBA or equivalent preferred

Compensation: Between \$120,000 and \$150,000

Application deadline: Applications will be reviewed on a rolling basis

To apply, please email your resume and cover letter to hello@impact-experience.com

Equal Opportunity Employer

Impact Experience Institute is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees.

About Us

Impact Experience (IE) builds lasting relationships between investors, philanthropists, innovators, entrepreneurs and community leaders — linking vision with action and directing investment to solve society's greatest challenges. Impact Experience has a unique approach to addressing the very critical issues of structural racism and incorporates a variety of powerful tools to tackle prejudice by confronting and engaging with the historical and ongoing realities of inequality and racial justice. We apply insights from and combine elements of the disciplines of systems transformation and organizational development, design thinking, and somatic psychology and experiential learning curricula that builds bridges not only between organizations but between people. In doing so, we increase awareness about the persistent nature of structural racism and the imperative to overcome it. Impact Experience is led by Jenna Nicholas who has a background working with leading impact investors and foundations through her work with the Calvert Funds, the World Bank and building a coalition of foundations divesting from fossil fuels and investing in new economy solutions.