

## JOB DESCRIPTION

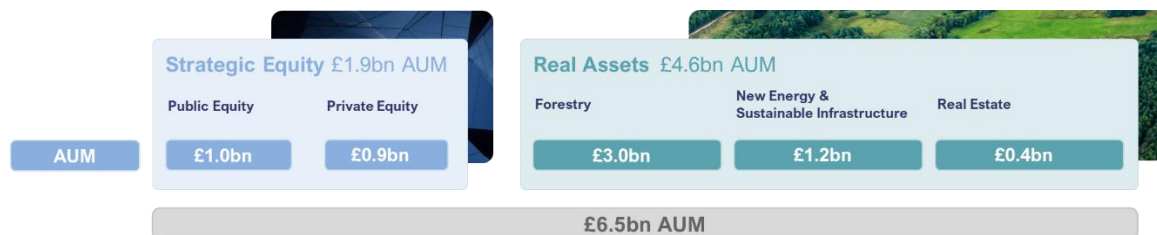
<b>Position Title</b>	Forestry Sustainability Associate Director
<b>Position reports to</b>	Managing Director, Forestry and Sustainability Investment Director
<b>Salary</b>	TBC
<b>Location</b>	Oxford/London/Edinburgh
<b>Position type</b>	Permanent

### Business Overview

Gresham House is a specialist alternative asset manager providing funds, direct investments and tailored investment solutions, including co-investment across a range of highly differentiated alternative investment strategies. Our expertise includes strategic public, private equity (private assets), timber, renewable energy, housing and infrastructure. We aim to deliver sustainable financial returns and we are committed to building long-term partnerships with our clients to help them achieve their financial goals.

From a standing start in December 2014, through a combination of acquisitions and organic growth, the Gresham House business has grown exponentially, with assets under management now at c.£6.5 billion, (31 December 2021), providing a strong and scalable platform from which to continue to grow. The team is delivering on its objectives and now has c.200 employees working in London, Oxford, Dumfries and Perth in Scotland and Dublin.

The business divides into two divisions - Strategic Equity and Real Assets:



1. As at 31 December 2021

### Role Objective

Gresham House manages over 500 forests, covering an area in excess of 136 thousand hectares across the UK, Ireland and internationally on behalf of institutions, endowments, family offices and private investors. We harvest c.1m tonnes of timber per annum from our client's forests.

This role will lead the Forestry Division's important work on natural capital, biodiversity and wider sustainability matters both from a practical as well as an advocacy basis.

### Key Responsibilities / Accountabilities

The role is divided into two main areas:

- **Product Development, Origination, Analysis and Execution:** High quality analytical and Strategic support to the senior team, including:
  - Working with the senior team to develop new sustainability and natural capital product and to develop out product launch plans;
  - Support and review new investment opportunities in relation to sustainability risks and opportunities, particularly regarding; Ensuring that investment tools, such as ESG Decision Tools, fully reflect Gresham House forestry sustainability commitments;
  - Leading the engagement of third-party due diligence advisors and actively managing the entire due diligence process to ensure sustainability commitments are fully assessed;
  - Assisting in drafting investment summaries and investment papers in relation to sustainability topics;
  - Supporting in-depth market research and analysis as required; and
  - Actively supporting origination of new investment opportunities and new product development, particularly in relation to natural habitat, biodiversity and carbon forest opportunities
  
- **Asset Management:** As investor and regulatory focus on sustainability (natural capital, biodiversity and climate change) increases, there is an increasing requirement to integrate these aspects into our ongoing forest management and to deliver portfolio value. The role will include:
  - Developing clear sustainability (incl. biodiversity) framework to be applied and reported on by woodland managers for all forests under management
  - Providing regular updates to the wider team on forest performance against sustainability targets such as the Gresham House Forestry Charter;
  - Engage with external experts, consultants and NGOs on best practice approaches to enhance sustainability/biodiversity within forests with a focus on productive forests);
  - Work with Sustainable Investment Team to ensure that supplier policies and questionnaires adequately assess required sustainability commitments and ensure suppliers report adequately on required sustainability metrics; and
  - Assisting the Fund Managers with reporting on sustainability aspects/metrics where required.
  
- **Communications**
  - Actively promote the Forestry Divisions sustainability agenda and track record.
  - Interact with marketing and external PR and Marketing Consultants to promote and manage the Gresham House Forestry Division's natural capital and sustainability brand and message.
  
- **Other**
  - Interaction with the Sustainable Investment Team and other divisions (e.g. New Energy) on biodiversity and natural capital projects to ensure group alignment and learnings from other projects

- Thought leadership pieces on the positive benefits of sustainable managed productive forestry
- Contribution to external events and webinars on sustainability of forests under management

### Skills & Experience

- Practical experience in fund and commercial asset management with a pragmatic and practical expectation to developing sustainable investment opportunities
- Experience in measuring, managing, restoring and enhancing ecology, ecosystems and biodiversity for forests
- Experience with commercial forestry (or at least a willingness to recognise and improve upon the environmental benefits of commercial forestry)
- Experience working with or an understanding of nature-related and natural capital related framework such as TNFD, Net Biodiversity Gain (DEFRA) , Finance Pledge for Biodiversity.
- Advocacy experience
- Excellent communication, presentation, research and financial analysis skills;
- Ability to work without supervision and demonstrate initiative;

### Personal Attributes

- A passion for sustainability
- Be efficient, reliable and thorough
- Drive and initiative - the desire to add value, proactive approach
- Fast paced - ability to work on a variety of tasks with tight deadlines
- Commitment to the business and the team
- Strong intellect - the ability to analyse and distil information quickly and effectively
- Able to communicate effectively and adapt to anyone within the broader team and third parties (government, NGOs)

*Gresham House is an equal opportunities employer and encourages all qualified candidates to apply regardless of their racial, ethnic, religious and cultural background, gender, sexual orientation or disabilities. Gresham House is dedicated to encouraging a supportive and inclusive culture amongst all our employees.*