



JOB ADVERTISEMENT - RECLAIM FINANCE

Research and Analysis Director

Permanent Contract – Full Time - Paris

Reclaim Finance is looking for an experienced project and team manager, someone who wants to help transform the financial sector, and push it to meet climate imperatives. You are dynamic and rigorous. You have a strong appetite for research and analysis and are passionate about finding solutions to complex problems.

You will oversee the work of our research and analysis (R&A) team, which is currently around 15 full-time positions, and will directly supervise the team's middle-managers. You will work closely with our senior leadership to help guide our strategy.

You will be responsible for proposing political, operational and human resources changes in our R&A team and for their implementation once they have been approved by our Executive Director and, if necessary, Board.

The full-time position is available starting June 2024.

About Reclaim Finance

Reclaim Finance is a research and campaigning NGO that is fully dedicated to issues that link finance with social and climate justice. We have three main goals: i) stop financial services to sectors that are intrinsically incompatible with the objective of limiting global warming to 1.5°C; ii) use finance to accelerate the decarbonisation of sectors that are essential to the transition; and iii) fundamentally transform the way the financial sector operates, to make it structurally suitable to meet social and environmental imperatives.

Reclaim Finance operates at the intersection of advocacy, analysis, and engagement with financial institutions. We sound the alarm on the impact of specific financial players, denounce their most harmful practices, and put pressure on them until they put a stop to these practices. We also pressure financial players to promote climate solutions and the entities with a role in their implementation. We are pragmatic and know how to build alliances and to put our expertise at the service of the public authorities and financial players that wish transform existing practices to align with ecological imperatives. We sit on several expert committees (French Financial Markets Authority, SBTi, GRI, etc.).

Our founder and Executive Director, Lucie Pinson, was awarded the Goldman Prize for the Environment in 2020, and in 2023 was listed by Time Magazine as one of the 100 most influential leaders on climate. Founded in 2020, our NGO has rapidly established itself as a source of expertise on climate finance among other NGOs, journalists and financial sector representatives and stakeholders.

Around 90% of our team is based in France, but we also have team members in Berlin, Bristol, Amsterdam, Singapore, and San Francisco.

Reclaim Finance is continuing to grow and is in the process of strengthening its leadership with the creation of this new position and other management positions.

Main responsibilities:

1. Develop the R&A strategy in line with our overall strategic goals.

- Proposes new research and analysis tools and activities in line with our overall strategy.
- Monitors external developments, including technological developments, that may influence our R&A activities; anticipate their impacts/opportunities and adapts activities and internal organization accordingly.
- Identifies HR requirements and proposes new hires and job changes.
- Ensures that the work carried out by Reclaim Finance is useful and complementary to that of other entities.
- Analyses the impact and relevance of the analysis tools developed by the organisation and is responsible for updating and developing them over time.
- Is responsible for ensuring that the members of the R&A team have a clear understanding of their strategy, that the team's activities are consistent with Reclaim Finance's political positions, and that team members are encouraged to take part in strategic discussions.

2. Promote and gain recognition for our work among a growing number of targets.

- Represents Reclaim Finance and our R&A work to external stakeholders (collective initiatives, financial players, NGOs, think tanks, academics, politicians, etc.).
- Identifies individual or collective players and stakeholders with whom to disseminate and promote our work.
- Proposes means of communication and training to ensure that our analysis and research work is known and recognised by various audiences, in order to encourage the widespread and impactful use of this work.
- Establish guidelines on the sharing of information with external partners, financial players, the media and other stakeholders.

3. To guarantee the relevance, rigour and quality of our analysis and research, and to define the ways in which they can be shared to support our objectives.

- Validates the methodology and content of our analysis products and ensures that they are in line with our strategic objectives.
- Is responsible for implementing and complying with organisational procedures designed to optimise and harmonise practices within the team and to facilitate the sharing and use of analysis work Reclaim Finance and with external partners.
- Is responsible for implementing and complying with procedures designed to protect us against external risks that may arise from the publication and use of analysis and research work.

4. Supervising part of the management team.

- Keeps abreast of internal developments, progress and bottlenecks, the mood of managers and the team in general, and helps managers to find solutions where necessary.
- Communicates information and decisions from other departments, including from other directors to managers. Ensures the smooth flow of information and coordination within the team.
- Ensures that Reclaim Finance's positions and procedures, and in particular those specific R&A, are properly understood by managers.
- Evaluates the work of managers (skills development, annual performance evaluation, etc.).

About you

We are looking for an experienced individual who combines strategic vision, leadership, rigor and a sense of organization and prioritization. Skills required:

- **At least 5 years' professional experience in a similar role**, particularly in a leadership position or senior management.
- **Strong management skills.** Demonstrated team leadership skills and successful experience in coaching and supporting the professional development of team members.
- **Good strategic understanding of the challenges of transforming finance** to meet social and environmental justice imperatives.
- **A strong interest in data and analysis.** Experience manipulating data to address social or environmental issues with the aim of making targets move.
- **Excellent coordination skills.** Proven experience in coordinating several complex projects in parallel.
- **Fluency in written and spoken English and French** (bilingual level). A third language is a plus.
- **Excellent oral and written communication skills**, as well as a good ability to summarise and simplify technical subjects.
- **Ability to design and carry out advanced and demanding research projects.** You have a good command of analysis tools and can develop research methodologies. Knowledge of programming is a plus.
- **A solid understanding of finance, ideally with a good knowledge of the financial sector in France and internationally.** Intellectual curiosity and the ability to learn quickly.
- **You are firmly committed to the fight for climate justice** and have a good knowledge of major environmental and climate issues.
- **Excellent interpersonal skills**, with the ability to forge links and build a network. You will be able to put forward convincing proposals, be available and adaptable, and be able to work independently.
- Experience in a similar organisation would be a plus, as would knowledge of the ecosystem in which our association operates.

Terms and conditions

- Position available from June 2024; permanent contract, 209 working days (under French contract).
- Position based in Europe, ideally Paris, with the possibility of teleworking 2 or 3 days a week (flexibility for remote teleworking during the summer period).
- Reimbursement of 50% transport card or sustainable mobility package, 50% health insurance and 60% luncheon vouchers.

- Remuneration: between €56K and €68K gross per annum (depending on experience, based on an internal salary scale).

Please send your CV and covering letter by email to recrutement@reclaimfinance.org, indicating "R&A Director" in the subject line.