

Thank you for your interest in this post.

Lankelly Chase is an independent foundation working in long term partnerships with people across the UK to change the systems that perpetuate severe and multiple disadvantage. Our mission is to get to a place where people want to, know how to and are free to create systems that are effective in responding to the interlocking nature of severe disadvantages such as homelessness, drug misuse, violence and abuse and mental ill health.

We don't believe any one person or organisation has the answers to how to do this – us included – and so we develop and support action inquiries into the changes that are needed. We aim to make these action inquiries as collective and as collaborative as possible. Please read our [Approach to Change](#) for more information on these inquiries.

We are now seeking someone to join the Lankelly Chase team as Director for Sustainable Investment. Working with our small committed team, the successful candidate will lead an action inquiry into how the investment of our c.£150m endowment can itself help change the systems that perpetuate severe and multiple disadvantage. Initially, we anticipate this will be pursued by building different kinds of relationship with our investment managers, fellow investor networks and, where appropriate, the companies in whom we invest.

We are seeking someone who is open-minded and curious, able to manage projects, build diverse relationships and partnerships, think strategically and influence change. The successful candidate will be highly collaborative, with experience of institutional investment, an ability to act with humanity and humility, and an understanding of cultural bias and privilege. The role will be part-time and will require attendance at our office in Holborn, but we can offer some flexibility regarding working patterns and opportunities to work from home.

Please see the job description and person specification below for full details.

To apply, please send a CV and covering letter, addressing the points in the person specification, to: recruitment@lankellychase.org.uk

The closing date for applications is 5pm on Friday 25th January.

We anticipate that interviews will be held on Monday 4th and Tuesday 5th February. Please indicate in your application if you are unable to attend interview on these date.

Director of Sustainable Investment Permanent, Part-Time (2-3 days pw)

Salary:	c.£69,000 pa FTE (depending on experience), plus 10% pension contribution
Hours:	14-21 pw, Mon-Fri. We are open to discussion about flexible working/secondment.
Holiday:	12-18 days, plus bank holidays
Reporting to:	Chief Executive
Location:	Central London

JOB DESCRIPTION

Developing the action inquiry

This includes:

- Establishing a framework for how the action inquiry will run¹, including its purpose, methods and key actions.
- Working with the Investment Committee to finalise the Sustainable Investment Policy (SIP) and develop a plan for its implementation
- Working with colleagues to map the stakeholders with whom we will seek to engage, and develop a communications plan through which we will share our learning, learn from others and engage in dialogue with the investment community.
- Working with colleagues to develop a learning strategy by which the SIP will adapt and evolve, drawing on the emerging organisational approach to learning.
- Establishing the interconnection and synergies between this action inquiry and the others currently running at Lankelly Chase: power, field building, place, knowledge and governance (of which this action inquiry is a subset)

Implementing the Sustainable Investment Policy

This includes:

- Supporting the Investment Committee in implementing the investment strategy.

¹ Action Inquiry simply means that we take actions in line with our purpose and goal, reflect on the effects of those actions, and adapt future actions and methodologies accordingly. The aim is to deepen our understanding of the situation we are trying to change and of how change happens as we try to bring about change. This is distinct from a programmatic approach in which we move towards goals through a set sequence of actions. It is not a requirement that candidates should have any experience of action inquiries. A curious open mindset is a must though.

- Developing, leading and managing the relationships with our investment managers, other investors and companies.
- Supporting the Investment Committee to develop a performance framework by which the performance of both the Committee and its Investment Managers can be measured.
- Advising on the selection of investment managers and monitoring their investment performance and the extent and success of their approach to stewardship and sustainability. Ensuring that investment managers' corporate, best practice and public policy engagements and shareholder voting are carried out to a high standard.
- Ensuring that there is common purpose between us and our investment managers, particularly that they are fully integrating sustainability into investment decision-making.
- Supporting the Investment Committee in its interactions with investment managers.
- Delivering beneficial outcomes in investment manager engagements in line with agreed engagement objectives, demonstrating excellent judgement and a high level of influence.
- Where appropriate, planning, supporting and executing effective media campaigns around selective company engagements/votes or public policy engagement.
- Undertaking appropriate research to support engagement and investment decisions.

Leading the action inquiry

This includes:

- Finding opportunities for cross-inquiry working and learning
- Developing relationships with the wider investment manager system, senior staff of pension funds, other institutional investors, media and NGOs to share learning.
- Capturing and articulating Lankelly Chase's learning about how systems change, including insights, observations, mistakes, breakthroughs etc
- Working with the Investment Committee and the Board of Trustees to translate the learning into new action.
- Leading on a strategic communication plan, working with the Communications Manager on content development and dissemination, including how to translate the complexity of the work into useful tools and ideas.
- Acting as an ambassador and spokesperson for our approach to sustainable investment.
- Building our understanding of the related systems in which we are intervening and supporting the strategic development of other organisations, for example by sitting on advisory group panels.

- Feeding learning from this action inquiry into wider organisational learning – and vice versa - so that there is maximum synergy.

Providing organisational leadership

This includes:

- Ensuring LC's values and mission are at the forefront of all decisions
- Holding the space for strategy development, setting direction and taking high level decisions
- Modelling Lankelly Chase's values and system behaviours
- Interfacing with the Board and Investment Committee
- Setting budgets
- Feeding into strategic development of Lankelly Chase's communications approach
- Spotting major patterns in all work and seeking to understand what that's telling us.

PERSON SPECIFICATION

Experience

We are looking for a candidate with:

- At least 5 years' work experience in a relevant or complementary field, preferably investment management, corporate development, strategy, governance or investor relations background but possibly also from law, finance, accountancy or consultancy.

Skills

It is essential that the candidate:

- Has an appetite to engage with complexity, spotting patterns and seeing links, finding ways forward that involve multiple perspectives
- Brings a critical self-awareness to their approach
- Has the ability to think strategically, with a curious and questioning mind
- Brings an awareness and understanding of cultural bias and privilege, and the knowledge of how to work with them to limit their influence
- Is highly collaborative and able to work collectively in a team
- Can seek and hear very diverse views, building long term relationships with a real range of people
- Has the tenacity and resilience to challenge existing ways of acting, for example in an organisation, a sector or in wider society, coupled with the diplomacy to effect change
- Is open to innovative and experimental methods of team working
- Can manage and deliver multiple and complex projects

Lankelly Chase

- Can set and manage budgets.
- Can travel throughout the UK and have a willingness to stay overnight and occasionally work outside core hours
- Acts with humanity and humility.
- Has a solid understanding of how investment and business work (governance; business models; financial literacy)
- Is confident, self-motivated and proactive
- Is organised with strong time management skills
- Has excellent written and oral communication skills
- Has strong analytical ability, is highly numerate and computer literate