

JOB DESCRIPTION

Title	Credit Analyst – High Yield Corporates
Reports to	Head of Fixed Income
Department	Asset Management – Fixed Income
Location	Based at the London Office (hybrid working model)

Main purpose of the role

The primary role is to contribute to the success of the active Sustainable World Corporate Bond Fund through researching and making investment recommendations on high yield corporates whilst considering sustainability throughout the investment decision. The research process will incorporate the entire research chain from thematic analysis, industry and sector analysis, credit investment recommendations as well as considering the reporting on financial and sustainability outcomes.

Key duties and responsibilities

- Thematic analysis – conduct primary research on the underlying investment themes including their scale, growth rates, relevant industries, companies, financial and impact opportunities.
- Investment recommendations – Analyse company financials, bond features and integrate ESG factors deep into the company selection process to identify improving or resilient companies (globally but with focus on the US), suitable for medium to long term investment.
- Monitoring – Once an investment recommendation is made the theme and company must be continually monitored to ensure the team is invested in the right securities at the right levels to deliver long term outperformance.
- Engagement – Identify key areas of potential engagement with their companies and work with team members or individually to engage.
- Reporting – Ensure thematic work, recommendations and engagements are recorded in a manner which delivers transparency for our clients. Work with the team to market the fund both in client meetings and through public engagements and marketing literature.
- External – represent the team at client meetings, prospect meetings, company meetings, conferences and public events if required.
- Assist in the producing and presenting of periodic (monthly/quarterly) portfolio management reviews including comprehensive performance attribution, portfolio characteristics analysis and financial market reviews & outlooks.
- Assist in the production of materials and represent the team at asset allocation committee, investment review committee or other relevant committees.
- Provide cover for other members of the desk in their absence.
- Liaise with members of other departments to ensure the smooth running of the business including any ad-hoc requests or projects.
- Assist in any systems initiatives and upgrades to facilitate the improvement of investment processes.
- Ensure you are aware of the risks associated with the processes of the department and the controls used to mitigate those risks. You are further expected to remain

proactive in identifying any further risks or controls that may have an impact or bring added benefit or development on our processes from Market events.

- Ensure you have a full understanding of the department Business Continuity Plan, inclusive of your responsibilities, in the event the plan is invoked.

Culture responsibilities

- Strive to act in line with the target culture including values, behaviours and D&I
- Contribute to sustainability initiatives
- Read and understand relevant risk appetite policies and processes
- Speak up, raise breaches and issues
- Maintain awareness of market best practice and regulatory updates

Experience, skills and knowledge

Experience required

3+ years Credit Analyst with a focus on non-financial corporates across the ratings spectrum, ideally with experience of US High Yield. An individual with a focus on bottom up integrated sustainable investment analysis, proven strong analytical skills and a performance based approach with a deep understanding of ESG and sustainability preferred.

Professional qualifications

CFA or equivalent preferred. Degree expected.

Skills needed

Proficient IT skills using Microsoft Products, particularly advanced Excel skills
Modelling

Personal Qualities

Effective verbal and written communication skills
Ability to multi-task and prioritise whilst producing high quality work
Diligent and willing to take on responsibility
Self-motivated and driven to expand product knowledge and further career
High attention to detail
Strong analytical skills

THIS SECTION MUST BE COMPLETED

Certified Person:	Certified Person – Significant Harm function
Level of Authorisation held (ie payment authoriser)	N/A
Bank Signatory?	N/A
Level of Responsibility (ie Department Manager)	N/A

Name of Employee:	
Signature of employee:	
Date approved:	
Name of Manager:	Sam Lamb
Signature of Manager:	
Date approved:	