



SUSTAINABILITY & IMPACT ANALYST

Job description

DEMETER

Demeter is a major player in venture capital and private equity for the ecological and energy transition. We invest from €1m to €30m to support companies at all stages of their development: innovative startups, high growth SMEs and infrastructure projects. We have €1bn under management and have offices in France, Spain, Germany and partnerships with Cycle Capital in Canada and eCapital in Germany.

Since 2005, Demeter has put the environment at the core of its investment strategy, with a founding principle : "Combining financial performance and environmental impact."

Demeter is a responsible and committed investor. Therefore, we joined key initiatives such as PRI (Principle for Responsible Investment), CDP (Carbon Disclosure Project), iC20, The Shift Project, etc.

CONTEXT

Since inception, Demeter has considered social and governance criteria, in addition to environmental criteria (which are addressed by nature by our investment strategy), as key to drive sustainable performance.

We reinforce this commitment with the appointment of Stéphanie Chrétien as Chief Sustainability and Impact Officer. The objective is to reinforce the process for continuous improvement of our extra-financial reporting ; to empower our portfolio companies so they can take an active role in improving their ESG footprint ; and to highlight innovative initiatives such as the measure of territorial impact for Paris Green Fund with Carbone 4.

We are convinced that Sustainability and Impact are key drivers for value creation and our role is key to engage all stakeholders within the ecosystem.

POSITION AND MISSION

Demeter is looking for a Sustainability and Impact Analyst who will support the Chief Sustainability and Impact Officer and team in:

- the publication of the Demeter annual Environmental, Social and Governance reporting, including the collection and analysis of data from our 120 portfolio companies. The

substance and format of this document are key to illustrate Demeter's best-in-class position in ESG;

- the integration of a Sustainability and Impact part on Demeter website;
- the definition and roll-out of a Sustainability and Impact « Value creation plan » to engage investment directors and portfolio companies in ESG action plans;
- the organization of a Sustainability and Impact workshop based on best-practices with all Demeter investment directors in June 2019.

The mission offers the unique opportunity to discover Demeter, leading investor in the ecological transition in Europe, and to **take a deep dive into Sustainability and Impact challenges, both on the investment side and on the portfolio companies' side!**

Contract: Internship

Timing: From January 2019 for a 6 months' period

PROFILE

Are you passionate about and expert in Sustainability and Impact? Are you result and value creation oriented? If this sounds like you, we would like to welcome you on board!

We are looking for a candidate with the following profile:

- Top business or engineering school with a major in Sustainability
- Fluent in English and in French
- Impressive analytical and communication skills
- A strong interest in Environment, Social and Governance challenges
- Previous experience in Sustainability and Impact project would be a plus
- Very good knowledge of innovative digital tools plus Excel and PowerPoint
- Very good interpersonal skills and team spirit

You will be exposed to a wide range of ESG challenges and companies, from which you will gain a broad range of Sustainability and Impact experience at top-level!