



## SUSTAINABILITY & IMPACT ANALYST

### Job description

*September 6<sup>th</sup> 2019*

#### 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."

In 2019, Demeter pioneer and leading position in terms of ESG (Environment, Social and Governance) was recognized by 3 awards winning: "Best ESG investment firm" awarded by Private Equity Wire in London ; "Best management company in terms of ESG practices (Small cap category)" awarded by Swen Capital Partners ; "A+" highest rating from the UN Principles for Responsible Investments.

#### 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.

This commitment was reinforced in 2018 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 communicate on innovative initiatives to strengthen Demeter's leadership in terms of responsible investment.

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 :

- organizing the ESG Committee with investors and portfolio companies CEOs to set-up the ESG vision and strategy ;
- involving the investment teams through the development of appropriate and innovative tools and through the organization of a dedicated ESG workshop ;
- improving the process and preparing the publication of the Demeter annual ESG reporting. The substance and format of this document are key to illustrate Demeter's best-in-class position in ESG ;
- initiating new ESG initiatives at Demeter and portfolio companies level.
- communicating on Demeter ESG initiatives (website, social media, media) ;
- promoting ESG in fund raising and exit portfolio companies documents.

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: As soon as possible for a 4 to 6 month 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!