Y ANALYTICS (TPG) – POSITION AND CANDIDATE SPECIFICATION

TITLE: ASSOCIATE, ESG PERFORMANCE

Location: Washington, D.C.

Application Instructions: In lieu of a cover letter, please prepare a 1-page response to the prompt below. Please send your resume and response to Jobs@YAnalytics.org. Write in the subject line: "Last Name, First Name – ESG Associate Application".

Application Prompt (please limit your response to a single page or less):

Imagine you are assessing the ESG (environmental, social & governance) performance for a pharmaceutical company. Please describe:
   (1) how you would conduct an initial market scan to "get smart" on the pharmaceutical space;
   (2) how you would determine what ESG-related factors are relevant to the company and industry; and
   (3) how you would assess the company's current risk exposure and performance against these ESG factors, including what sources and data you would use.

ABOUT Y ANALYTICS & THE ASSOCIATE ROLE

Y Analytics is TPG's innovative capability, purpose-built to understand and improve the environmental and social impacts of deployed capital. Our mission is to increase the amount and effectiveness of capital allocation for the greater good, as described in the UN SDGs, by increasing trust in the social and environmental impact achieved by that capital.

Y Analytics was launched in parallel to The Rise Fund and founded in partnership with TPG/Rise to provide best-in-class insights and tools that improve capital allocation decisions. Our rigorous approach to impact assessment and management draws on evidentiary academic and economic research, enabling greater use of evidence in capital allocation decision making and impact valuation.

Y Analytics is responsible for managing sustainability/ESG across TPG. We support TPG and its portfolio companies by assessing and advising on value creation through Environmental, Social, & Governance (ESG) performance. This role will be directly engaging with TPG platforms and portfolio companies across the investment lifecycle: beginning with diligence, to onboarding and agenda-setting, during holding, and upon exit.

As we continue to grow, we are leveraging our capabilities in new and innovative ways and sharing our learnings with the broader investment and research communities.

ANALYTICS

PRIMARY RESPONSIBILITIES

The Associate will support Y Analytics' ESG assessments, data analysis and content development. Their primary responsibilities will include:

- **Conducting ESG-related diligence of potential investments and portfolio companies, across TPG investment platforms.** ESG performance assessments are integral to TPG's investment and portfolio management processes. This work requires a combination of desk research and data analysis to assess the risk, performance, and impact of a company through an environmental, social and governance lens. An inquisitive mindset, self-direction, and pragmatic client service orientation are assets given the rigor and turnaround times of private equity deal flow.

- **Analyzing ESG/impact, operational, and financial data to baseline, benchmark, and enhance performance across the TPG portfolio.** The Associate will be key to generating insights on portfolio companies' ESG performance, along with risks/mitigations and value creation opportunities. Example responsibilities will include survey analysis, leveraging ESG data from third party platforms, developing and implementing replicable benchmarking methodologies and visualizations, and synthesizing and communicating results and priorities to portfolio companies and internal stakeholders.

- **Other research and content development as needed.** The Associate will play a cross-functional role and will help support the team as we continue to grow. Additional responsibilities may include: developing thought leadership or other external-facing content around areas of firm expertise; developing educational content for investment professionals and company boards, conducting deep dives and analysis related to a particular sector or research theme.

CANDIDATE QUALIFICATIONS

Required Qualifications

- Undergraduate degree plus 1 to 3 years of full-time work experience. Ideal candidate will have 1-2 years of experience in consulting, financial services, research and analytics, or ESG/sustainability focused professional services. International experience, including exposure to developing countries, is a plus

- Commitment to Y Analytics' mission to improve the future of humanity and our planet through effective capital allocation for the greater good

- Strong strategic thinker and problem solver: must be able to navigate challenges (e.g., data gaps) with creative problem-solving ability and a can-do attitude

- Strong sense of ownership and self-direction: must be able to drive work forward independently, self-guide research and lines of inquiry for diligence efforts, and deliver high quality, highly polished outputs

- Exceptional written and verbal communication: must be able to synthesize findings from research and data analysis in presentations and written documents, and communicate these to senior leaders

- Exceptional quantitative analytics capabilities: must be able to quickly and accurately analyze company and third-party data and generate practical insights
- Highly collaborative: must be a strong team player who is effective in a teamwork-heavy, cross-functional environment
- Must be authorized to work in the U.S.

Other Desirable Characteristics

- Positive and solutions-oriented attitude, with a drive for excellence
- Entrepreneurial nature; should be comfortable taking initiative to build beyond what is called for in a narrow action plan
- Commitment to fairness, ethical behavior, and listening to / valuing others' opinions
- Awareness of and sensitivity to cultural differences; values diversity and its importance to an organization's performance
- Sense of humility and humor