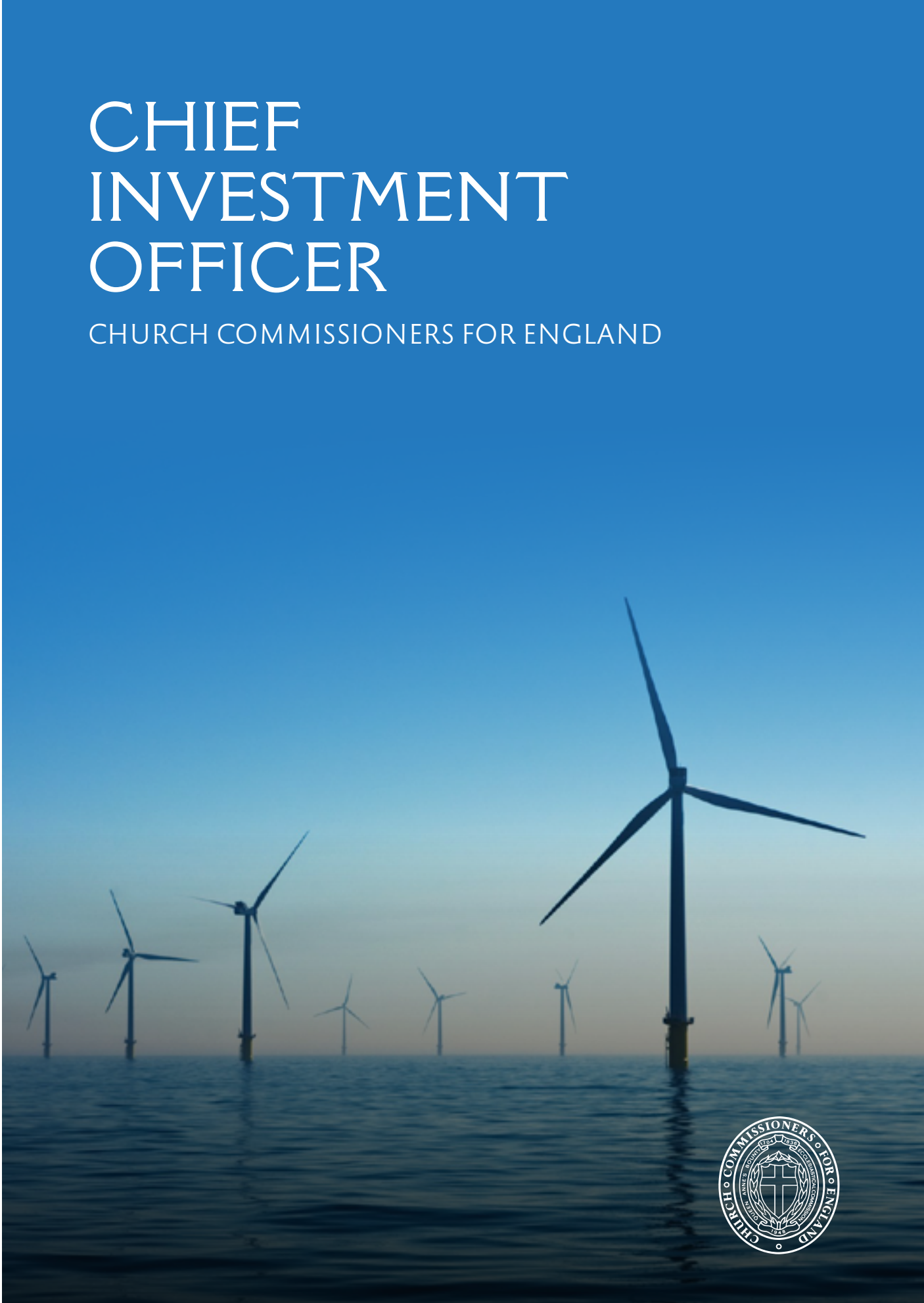


# CHIEF INVESTMENT OFFICER

CHURCH COMMISSIONERS FOR ENGLAND



CHURCH COMMISSIONERS *for* ENGLAND

<b>JOB TITLE:</b>	Chief Investment Officer.
<b>LOCATION:</b>	Church House, 29 Great Smith Street, London, SW1P 3AZ.
<b>ACCOUNTABLE TO:</b>	Chief Executive Officer.
<b>RESPONSIBLE FOR:</b>	Managing Director, Director of Investment Strategy; Managing Director, Head of Responsible Investment; Managing Director, Head of Real Estate, EA/Head of Administration.
<b>KEY RELATIONSHIPS:</b>	Chief Operating Officer, Investments; Head of Human Resources, Investments; First Church Estates Commissioner and members of the Assets (Investment) Committee; Church Commissioners' Board of Governors; Professional advisers; and Fund Managers.
<b>BACKGROUND:</b>	<p>The Church Commissioners' for England is a statutory endowed charity managing over £10 billion of historic assets for the Church of England and an administrative body with regulatory and quasi-judicial duties. It has representatives of Church and State on its governing body and is answerable to Parliament and the General Synod of the Church of England. Financial returns are used to support the mission and ministry of the Church of England.</p> <p>The Investment fund is managed by a team of about 50 people across Securities, Real Estate and Responsible Investment, supported by a wider Investment Operations and HR teams. The teams look after a global diversified portfolio which is invested in both public and private markets, across assets including equities (public and private), absolute return, property, forestry, farmland and infrastructure. Around 40% of assets are managed internally with the rest managed by third party managers on a global basis.</p> <p>The Church Commissioners' successful active management has delivered an excellent performance track record averaging 9.5% per annum over the past 30 years, ahead of the CPIH+4.0% per annum target. The Commissioners' is an active investor and seeks to be at the forefront of responsible investment globally.</p>
<b>JOB SUMMARY:</b>	<p>An outstanding opportunity to provide strategic leadership and management of the Church Commissioners' global, diversified, multi-asset £10billion portfolio and its strong and successful Investments team; with the dual objectives of delivering strong returns so that the Church Commissioners' can maximize its sustainable long-term funding support to the Church of England and be at the forefront of responsible investment globally.</p> <p>The successful applicant will be a proven leader whilst also a low-ego team player able to nurture a strong values-based Investments team culture and adept in working with a complex network of internal and external relationships, trusted to act as a public-facing voice of the Church Commissioners'.</p> <p>The successful candidate will build strong relationships and maintain the trust and confidence of the Chair and members of the Assets Committee and Board, as well as supporting the Chief Executive in communicating to internal and external stakeholders about our investment activities.</p>

# MAIN DUTIES AND RESPONSIBILITIES

## INVESTMENT STRATEGY

- Drive the development and execution of strategic plans that align with the mission, ethos and long-term vision of the Church Commissioners', working in collaboration with the Church Commissioners' Chief Executive and wider leadership team.
- Develop and oversee the investment approach and philosophy within the Commissioners' main asset classes in collaboration with the wider Investments Management Team.
- Identify opportunities for growth and lead the implementation of innovative investment strategies to deliver sustainable investment returns aligned with our mission and philosophy.
- Identify and devise plans for managing and mitigating current and potential financial risk including any changes to the Strategic Asset Allocation targets.
- Oversee the implementation of Tactical Asset Allocation in line with approved delegations.

## TEAM LEADERSHIP

- Visibly leading and managing the Investments teams, supporting the retention and development of talent.
- In collaboration with the Investments Management team, foster a values based and inclusive team culture, where all can flourish.
- Act as role model; leading and supporting of our Belonging and Inclusion initiatives.
- Be an active member of the wider Church Commissioners' Senior Management Group.

## STAKEHOLDERS AND GOVERNANCE

- Agree, in consultation with the Assets Committee, the investment policy which sets out the Commissioners' investment philosophy, balancing risk and return for sustainable distributions and leadership in responsible investment.
- Work in consultation with the Chair of the Assets Committee and the Chief Executive to set the Assets Committee agendas to ensure robust governance and effective oversight of investment strategy, performance, trends and risk management.
- Where external managers are used, oversee the investment due diligence process.

## EXTERNAL AMBASSADOR

- Support the Chief Executive Officer with communications to internal and external stakeholders.
- Leverage a strong, deep network of industry contacts to assist in thought leadership and investment idea sourcing.
- Build, maintain and develop relationships with key stakeholders across the Church Commissioners' and the wider Church of England.
- Acting as an effective representative of the Church Commissioners' on the global stage.



# PERSON SPECIFICATION

## EDUCATION/EXPERIENCE:

- Minimum of 10 to 15 years' experience investing in public or private markets (or both) with a demonstrable strong investment performance track record.
- A respected investor capable of leading and representing the Church Commissioners' endowment fund, with a strong, deep network of industry contacts to assist in thought leadership and investment idea sourcing.
- Experienced team leader, capable of effective team building.
- Experience of, and commitment to, responsible investment best practice.
- Strong communicator, able to flex their style to suit a variety of stakeholders.
- Relevant professional qualification - CFA or equivalent.

## PERSONAL ATTRIBUTES:

- Self-motivated with initiative and the necessary drive to deliver results.
- Strong personal impact; able to work, and have credibility, with a wide range of people in a variety of situations, in particular at a Board level.
- Innovative and forward thinking in approach; flexible and responsive to changing demands and priorities.
- Resilient and adaptable to a changing and complex operating environment.
- Leadership and management qualities including the ability to command the respect of others in the team and externally.
- Collaborative and collegiate team player.
- Operates with discretion and integrity – a respected ambassador for the Church Commissioners'.

## SKILLS/APTITUDE:

- Philosophical alignment with Church Commissioners' approach to managing multi-asset investment portfolios.
- Capable of delivering high quality, innovative, strategic thinking and pragmatic solutions.
- Credible influencer skilled in managing complex, senior stakeholder groups and operating with integrity.
- Clear, persuasive and confident communicator, in person and in writing.
- Strong financial and commercial acumen and an understanding of investment strategy.
- Self-motivated, proactive and with the drive to achieve.
- Collaborative approach to working with colleagues to create a consensus.
- Strong interpersonal and team leadership skills.
- Sensitive to the reputation and responsibilities of the Church Commissioners', and its place within the wider Church of England, cognisant of ethical and reputational risk.
- In sympathy with the work of the Church of England.

For more information:

[churchofengland.org/chief-investment-officer](http://churchofengland.org/chief-investment-officer)

## WE INCLUDE. YOU BELONG.

Our Belonging and Inclusion Strategy aims for everyone in the National Church Institutions (NCIs) to feel that they belong, and are valued for who they are and what they contribute. Together, our people contribute in different ways towards our common purpose, whichever NCI they work in and whatever their role.

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# GENERAL INFORMATION

## WHO WE ARE AND OUR VALUES

We in the National Church Institutions support the mission and ministries of the Church locally and throughout England. We work together in our teams, with those who serve in Parishes, Dioceses, Schools and other ministries and with our partners at a national and international level.

We have developed our NCI 'people' values which are below, and we work with these regardless of whether we are of Christian faith, another faith or no faith;

Our NCI values

- We strive for excellence
- We collaborate
- We act with integrity
- We show compassion
- We respect others

Our training, policies, procedures and practices are all intended to support behaviours in line with our values and we expect all staff to uphold these.

## DIVERSITY

### OUR AIM IS FOR EVERYONE IN THE NCIS

In the NCIs to feel that they belong and are valued for who they are and what they contribute.

We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- Values difference in others and respects the dignity and worth of each individual.
- Reflects the diversity of the nation that the Church of England exists to serve.
- Fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to being an equal opportunities employer and to ensuring that everyone, job applicants, customers and other people with whom we deal, are treated fairly and not subject to discrimination. We will do whatever is necessary to provide genuine equality of opportunity. We continuously review our policies and processes to support our aim to create a workforce as diverse as the nation the Church of England serves.



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# TERMS OF EMPLOYMENT

SALARY:	Competitive.
INCENTIVE:	Employee Incentive Scheme (details on request).
PENSION CONTRIBUTIONS:	<p>Employees will be automatically enrolled in the Church of England Group Pension Plan (CEGPP) unless they choose to opt out.</p> <p>The Church Commissioners' have an income protection insurance arrangement. To be eligible for cover under this arrangement an employee must be a member of the CEGPP scheme. Please note that insurance cover is not necessarily automatic and that underwriting may be required by the schemes in some instances. Cover will be subject to any terms and conditions laid down by the insurance company.</p>
PRIVATE HEALTH:	AXA.
HOURS OF DUTY:	Normal hours of work are 35 per week, Monday to Friday with an hour's unpaid break for lunch.
WORK PATTERN:	Our Investment teams are based in the Church Commissioners' Westminster Office 3 days per week and the CIO will want to be in the office to collaborate with and support team members. Occasional international travel.
ANNUAL LEAVE:	30 days paid leave per year. This is exclusive of public holidays and additional holidays approved by your employer.
SEASON TICKET LOAN:	Staff are eligible to apply for an interest-free travel season ticket loan for their journey to and from work.
CONTRACT:	The post is offered on a permanent full-time contract, subject to a six- month probationary period.

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We believe our commitment to belonging and inclusion fuels our progress and drives us forward. The NCIs are a safe, inclusive workplace for people of all backgrounds and walks of life. We welcome applications from people of all faiths and of no faith. We want to encourage applications from a diverse group of people who share our values. Even if you have never thought about working for us before, if you have the skills and experience we're looking for then we would like to hear from you.

To apply please contact [CIO@davidbarrettpartners.com](mailto:CIO@davidbarrettpartners.com)