



## **Background**

Nia is an innovative women-led impact investment firm dedicated to creating change by investing at the intersection of social justice and environmental sustainability. We are a collaborative, compassionate, high-production team that empowers investors to align their assets with the next, just, sustainable, and inclusive economy.

We are a women-led organization and we encourage women, people of color, and other underrepresented communities to apply. If you believe you would bring value to our team, even if you don't feel you meet all of the requirements, we'd love to hear from you!

## **Job Summary**

Nia Impact Capital is seeking an engaging and disciplined Equities Analyst who has the ability to develop and maintain relationships with clients while conducting in-depth research and analysis for our 3 global public equities portfolios as well as our recently developed US Racial Justice portfolio. The ideal candidate will be a self-starter and solutions-oriented thinker with strong problem-solving skills, excellent communication skills, and the ability to work in a fast-paced environment. We're looking for someone with a deep understanding of financial markets and industry trends, and the ability to interpret and present complex financial data in an accessible way. You might be a strong fit if you possess strong people and client-focused skills, attention to detail, and the capacity to manage multiple projects at once. This is a unique opportunity to join a mission-driven organization dedicated to driving positive impact and sustainability.

This role is a full-time remote position. We gather at least once a year for retreats and team meetings often in Oakland, California. We also occasionally gather for portfolio team retreats in Chicago or New York. This role will report directly to our founder and CIO Kristin Hull.

## **Experience**

1-3 years prior experience as a public equity analyst is preferred.

## **Primary Responsibilities**

### **Investment Research and Analysis**

- Research securities of solutions-focused industries and companies to provide investment recommendations
- Collect and interpret company data to facilitate investment recommendations

- Create reports and share research findings. Develop and write quarterly impact reports in partnership with Nia management and staff
- Remain up-to-date on current market trends and events
- Interpret and present complex financial data in an accessible and accurate way
- Draft research reports, projections, and recommendations concerning companies and stocks
- Update databases to provide external advisors with access to recent Nia metrics, quarterly and as requested
- Support growing relationships with clients through in-depth research and analysis of various sectors
- Work collaboratively with other departments and teams

## **Qualifications**

### **Skills and Competency Requirements**

- Capacity for innovation and excitement to see Nia portfolios evolve and grow to creatively address the needs of a just, sustainable, and inclusive economy
- Strong problem-solving skills and excellent communication skills
- Ability to communicate effectively and express complex ideas succinctly amidst a fast-paced environment
- Deep understanding of financial markets and industry trends, and the ability to interpret and present complex financial data in an accessible way
- Ability to take initiative, problem-solve, and meet deadlines under minimal supervision
- Proficiency in Bloomberg, Factset, or other data mining software is an asset
- The ability to be creative in how to research and find company data is a must

### **Education and Experience Requirements**

- 1-3 years prior experience as a public equities analyst
- Strong proficiency in MS Excel, Word, and Office
- A degree in Finance, Accounting, Economics, or Statistics is preferred

### **Compensation and Benefits**

- The compensation range for this role will be \$75,000-\$95,000 based on factors including experience and geographic location
- Health, Vision, & Dental Insurance
- Monthly Wellness Stipend

- Flexible work policy: some flex hours and the opportunity to work from home
- Retirement plan with employer matching contribution up to \$3K
- 2 weeks of PTO in the first year, unlimited PTO after one year, plus 12 days of paid holidays
- Additional holiday PTO during the last week of the year

### **How to apply**

Please go to the [team and careers page](#) on our website and click the link for the application. We will be reviewing applications on a rolling basis.

Our interview process includes an initial Zoom screening with members of the portfolio team and then more in-depth interviews with portfolio managers, and people you'll work closely with in this role, followed by an interview with the role's manager and organization's leader, Kristin Hull.

Questions: contact [careers@niaimpactcapital.com](mailto:careers@niaimpactcapital.com)