



# Integrum ESG Careers

## ESG Research Analyst

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### About the Opportunity

Integrum ESG's purpose is to make professional investors aware of how the companies in which they invest are managing ESG (Environmental, Social and Governance) issues.

We do this by offering investors a subscription to our online SaaS Platform, which provides them with ESG data, insights and ratings on over 60,000 companies.

Integrum uses publicly available sources, from which ESG data is surfaced and scored by our bespoke AI models, and reviewed by our research team. We support our clients in their fulfilment of regulatory requirements and in understanding their ESG risks.

**With a rapidly growing client base, we are seeking a motivated ESG Analyst to join our Research team and help shape the company's future.**

We want to be part of the movement that is making capitalism more inclusive, and more responsible.

### Your Responsibilities

- Complete regulatory and bespoke reports on our clients' portfolios, confidently presenting this analysis to them on calls
- Using Integrum's bespoke scoring methodology, review public and private company disclosures to assess their ESG performance
- Assist in timely data assurance and quality control, ensuring data integrity
- Stay up to date with regulatory sustainability standards and the evolving ESG landscape, translating these changes into methodological and product updates
- Collaborate with the Machine Learning and Full Stack teams in development, through testing and building new features
- Opportunities to participate in thought leadership in published company content



### **What you will need to have (Essential Skills)**

The level of capability required in this role is typically gained over a period of one to four years of professional experience.

- Strong analytical skills, with advanced proficiency in Excel
- Experience in SQL, or at a minimum, a commitment to learning in the early months of employment, as this is a necessary skill in completing client work
- Excellent written and oral communication skills – the ability to succinctly explain technical concepts and ESG issues to a less technical audience
- Demonstrable interest and experience in ESG topics
- A collaborative and positive team player with proven ability to successfully manage internal and external stakeholders
- An eagerness to contribute ideas that enhance processes and support company growth

### **What we would love to see (Desirable Skills)**

- Professional familiarity with SFDR and TCFD reporting
- Working knowledge of Python
- Familiarity with FIGMA

### **In return Integrum ESG will offer you**

- £39,000–£45,000 starting salary depending on experience, gym membership, paid-for social evenings and 25 days paid holiday (not including bank holidays)
- A hybrid work approach. Work alongside the Research team in the London office for 2–3 days per week
- The costs and support needed to gain the CFA Sustainable Investing certificate

*Unfortunately, we are not able to offer visa sponsorship at this time.*



## How to apply

Please send in your CV, attached to a concise cover letter which describes why this job appeals to you to [research@integrumesg.com](mailto:research@integrumesg.com).

The final date for applications will be the 25<sup>th</sup> May 2026.

## Recruitment Process

In the event your initial application is successful, you will be invited to complete the following stages:

- The first interview will be online with the Head of Research and/or an experienced Research Analyst
- The second interview will be with our CEO Shai Hill
- There will be a short online psychometric test, to be taken at home at a time of your choosing - this is a multiple-choice verbal and numerical reasoning test
- Finally, you will meet with members of the wider Integrum team in an informal interview to confirm mutual suitability

We appreciate there are more steps than many smaller firms require, we want to be sure you will be an excellent fit within our tight-knit team, and we are able to move through these steps in a short overall timeframe.

*Please note we are not currently working with external recruiters for this position. All candidates must apply directly and third-party CVs will not be accepted.*