

**Æquo, Shareholder Engagement Services** is a firm specializing in shareholder engagement and responsible investment, whose mission is to help ensure a sustainable and equitable economy by using engagement to leverage investors' impact on companies.

Æquo leads shareholder engagement on behalf of its partners based on a pooled or personalized approach in order to improve the environmental, social and governance (ESG) practices of companies listed on Canadian, U.S. and global markets.

### **POSITION AVAILABLE**

Æquo is seeking an Advisor specializing in human rights to join our engagement team. In this role, you will be responsible for a portfolio of companies, analyzing and prioritizing their ESG issues and then leading engagement activities with them. In addition to the various ESG topics currently being discussed by Æquo, your work will cover a variety of human rights-related issues, including the labour laws in effect in emitters' markets and international supply chains, and the impacts of corporate operations on communities.

More specifically, as Shareholder Engagement Advisor, you will:

- Lead dialogues with companies from various sectors regarding their management of ESG risks and opportunities and provide recommendations for improving their policies and practices
- Identify engagement goals, expected results, direction and activities for each sector and company for which you are responsible, in line with existing processes
- Lead or take part in collaborative engagements with other investors, by developing common goals and priorities
- Ensure ongoing constructive engagement relationships with company representatives and other stakeholders involved (other investors, NGOs, etc.)
- Maintain up-to-date knowledge of emerging issues in the areas in which Æquo intervenes and, more specifically, in your own area of expertise
- Document engagement work, using the processes in effect
- Help develop shared knowledge within Æquo's team
- Represent Æquo in working groups or other initiatives (webinars, conferences, etc.).

### **PROFILE SOUGHT**

Are you passionate about building a sustainable and equitable economy, and do you care about helping usher in a financial system aligned with the major issues facing human societies? Does your academic background and professional experience relate to human rights or labour rights in companies and their supply chains? Do you have a combined total of at least seven years of university education and relevant practical experience? Our position is for you!

More specifically, the skills needed to succeed in this position:

- **Knowledge and experience:** you have a university degree in a relevant area, such as international relations, human rights, labour relations, social science, law or a related area, combined with relevant professional experience. You have developed a good understanding of frameworks and standards

including the UN Guiding Principles on Business and Human Rights, International Labour Organization conventions and United Nations Declaration on the Rights of Indigenous Peoples.

- **Team player:** you work well with others, including team members, clients and other stakeholders.
- **Communication:** you are an excellent communicator in both French and English (spoken as well as written). Do you speak a third language? All the better! You have a proven ability to use your influence to achieve results.
- **Organization:** you have good organizational skills and can deftly manage multiple priorities.
- **Thoroughness:** you care about work being done right.

#### **Benefits offered to you**

- Hybrid, flexible work model
- Healthy work environment on a human scale, where your creativity is called upon and appreciated
- Complete and competitive compensation and benefits programs: vacations and leaves, group insurance and pension plan, etc.
- Possibility of working and developing your skills in an environment focused on collaboration and inclusion

#### **APPLY**

To apply, please forward your CV along with cover letter to [candidature@aequo.ca](mailto:candidature@aequo.ca). Kindly direct your questions to this email address. Applications will be accepted until October 20, 2023. We thank all applicants for their interest, but only candidates selected for an interview will be contacted.