



Advisory Associate

Role based in New York

CREO is a NYC-headquartered not-for-profit with a mission to mobilize and catalyze high-impact capital to drive the necessary transition to a low-carbon, sustainable, and prosperous future for all.

To achieve our mission, CREO works with a large ecosystem of global stakeholders, including Members (wealth owners, family offices, and family enterprises), Affiliate Members (select institutional and corporate investors), and Partners (aligned investors such as pension funds, university endowments, or private equity; government; not-for-profit organizations; and academia).

We facilitate investment in sustainability by helping large asset owners and our membership community, to build knowledge and confidence via shared insights, research, and programming that focuses on the question of 'how' to invest in the decarbonization transition.

Why CREO?

- Join a leading climate think-and-do tank with a mission to help deploy US\$100bn high-impact capital into climate and sustainability and catalyze US\$ 900bn by 2027
- Work with a team who are passionate about climate and sustainability, including sector experts and leading climate investors within our network of CREO members
- Meaningfully contribute to the global climate agenda – time is short, we have less than 5 years to activate markets to support decarbonization and meet the objectives of the Paris Agreement
- Learn and grow within a small team of highly experienced top-tier consultants, as part of CREO Advisory

About the opportunity

We are looking for talented, passionate, and committed consultants to help CREO Advisory become the preferred and most trusted Advisory Service partner for families (family offices, family foundations, wholly owned family enterprises) and other select asset owners (sovereign funds, pension funds). Supporting the development, expansion and management of climate and sustainability focused investment and decarbonization efforts across our client's investment portfolios and other assets.

CREO is a public charity with a mission to mobilize and catalyze high-impact capital to drive the necessary transition to a low-carbon, sustainable, and prosperous future for all. Head-quartered in New-York, CREO facilitates investment in climate solutions and sustainability by helping large asset owners and our membership community, consisting of family offices and foundations, to



build knowledge and confidence via bespoke engagements, shared insights, research, and programming.

Position description

- Bring your full consulting tool kit to work as a member of a small project team (Project Manager +2 consultants) providing advisory support to member organizations as they address strategic and operational challenges within existing portfolios, map landscapes, identify attractive markets, and assess potential investment opportunities
- Operate as an integral member of the broader CREO organization drawing on the deep expertise and experience of the Research and Investment teams to deliver high impact projects on issues that matter and support the missions of member organizations
- Develop your skills and experience as a strategy consultant focused on sustainability opportunities and challenges, growing and developing as the CREO Advisory Service scales to provide support globally

All work is team-based, client-facing, and focused on climate and sustainability challenges and opportunities.

Desired Experience and Qualifications

- 2-3 years of Management Consulting experience from a top firm (McKinsey, Bain, Boston Consulting Group preferred)
- Demonstrated track record of success and mastery of all elements of the consulting toolkit, with demonstrated ability to lead your own workstream end-to-end
- Proficiency in PowerPoint and Excel (with Tableau experience a plus)
- Experience with climate and sustainability preferred
- Comfort working in a multi-time-zone setting that leverages cloud-based platforms for work activities and communications
- Demonstrated ability to handle confidential information with integrity and discretion
- Fluency in English required, fluency in other languages desirable

Compensation & Benefits

This role will be paid a base salary between \$115,000 and \$145,000, commensurate with experience. Additionally, this role will be eligible for semiannual performance bonuses of up to 10% of the base salary.

CREO relies on ADP as our employer of record. Medical, dental, and vision insurance plans are available through ADP for the team member plus their spouse, children, or whole family; CREO contributes a monthly flat fee toward premiums. CREO also provides Basic Life and AD&D coverage at no expense to the team member, equal to 1x Annual Base Earnings.



CREO offers a generous time off package, including PTO and sick leave, week-long org-wide breaks in August and December, observation of federal holidays, and a Summer Friday program.

After six months of service, team members are eligible to participate in the company 401(k) plan, and CREO matches up to 4% on a payroll-by-payroll basis. Team members also have access to 12 weeks of paid family leave for qualifying life events after six months of service.

Interested candidates may send a note expressing interest and their resume to hiring@creosyndicate.org.

More About CREO

All team members are partners in further engaging, supporting, and activating CREO's growing membership across two Global Hubs – the Americas and EMEA – and 25+ countries to advance CREO's goal of helping members deploy \$100B of high-impact capital into the decarbonization transition by 2025 and catalyze \$900B of institutional capital by 2027.

CREO is not, and does not provide services as an investment advisor, investment analyst, broker, dealer, market-maker, investment banker, or underwriter.

Authorization to work in the United States is required.

CREO strives to be a diverse, equitable, and inclusive workplace. As an Equal Opportunity Employer, we are committed to providing employees with a work environment free of discrimination and harassment. All employment decisions are based on business needs and job requirements. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.