● Data Analysis / Data Scientist

Context of change and impact on job tasks

As the financial sector moves towards achieving its sustainability commitments, a significant hurdle lies in obtaining clean, credible and comparable sustainability data. This job role holder will need to define business and sustainability information needs (e.g. clients' sustainability preference in products, consolidating sustainability data for sustainability reporting and / or understanding physical and transition risk for risk management) and translate business problems into sustainability data projects.

The job role holder would be tasked to obtain, convert and organise large sustainability datasets to identify and investigate leads, trends, patterns, correlations and regularities and support all job families on activities related to decision-making, advisory, compliance and disclosure.

This job role holder would also be involved in identifying, recommending and testing available sustainability analytical tools based on the organisation's needs and developing logical sustainability data models and data outputs.

Additionally, the job role holder would also be responsible for designing sustainability data reports and visualisations to communicate key sustainability insights to stakeholders and senior management.

Overall, this job role holder will see significant changes in tasks and will require specific sustainability knowledge to perform their responsibilities.

Time horizon of impact: <u>Immediate</u>

Impact on key job tasks

● High augmentation   ● Moderate augmentation   ● Low augmentation

Critical work function	Additional key job task	Impact on job task
Build data analysis and processing systems	• Gather, organise and manipulate sustainability data from internal systems and external sources according to specific data needs • Direct, oversee and conduct data mining activities to identify and investigate leads, trends, patterns, correlations and regularities within large sustainability data sets • Develop automated and logical sustainability data models and sustainability data output methods • Maintain and ensure the reliability of sustainability data sources and data integrity when handling sustainability data • Clean databases to remove duplicate, outdated or irrelevant sustainability-related information, coordinate data quality reviews and report on their outcomes • Develop presentations, and design sustainability data reports and visualisations to facilitate understanding of research and / or analytics findings	●
Build data analysis mechanisms and processing systems **(Only applicable to Head of Data Analytics)**	• Contribute towards ideation of intelligent algorithms to operate on large sustainability data sets • Propose and seek approval from senior management for the implementation of new sustainability data analytics mechanisms and processing systems • Translate data-driven sustainability insights into clear, predictive business-focused deliverables for senior stakeholders	●

● Data Analysis / Data Scientist

Critical work function	Additional key job task	Impact on job task
Develop data solution optimisation approaches	• Develop and grow employee capabilities in machine learning, deep learning, sustainability statistical modelling and other computational techniques by providing access to resources and learning opportunities • Identify, test and recommend available sustainability analytical tools and / or develop sustainability analytical tools based on functionality, suitability, ease of use and convenience to address potential issues faced by business units • Prepare standard procedure documentation to outline and record all sustainability data sources, models and algorithms used and developed in past projects into knowledge management systems • Lead development of a repository of best practices, tools and methodologies for sustainability data handling and data management	●
Provide data analytics services to internal stakeholders	• Identify, recommend and test available sustainability analytical tools based on the organisation's needs • Provide thought leadership to stakeholders in determining sustainability data solutions that will enable the organisation to achieve defined business goals • Identify trends, patterns and regularities in sustainability data through the use of data models and the latest tools • Work and partner with stakeholders to define business and sustainability information needs to translate business problems into sustainability data projects • Assist and conceptualise the scope, direction and approach of sustainability data analytics projects • Lead delivery of designed sustainability data analytics solutions to stakeholders	●

SF TSCs needed

• **Impact Indicators, Measurement and Reporting**	L3	L4	L5
• **Sustainability Reporting**	L3	L4	L5
• **Sustainability Risk Management**	L3	L4	L5

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Time horizon of impact: Immediate

Impact on key job tasks

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Build data analysis and processing systems L5	• Gather, organise and manipulate sustainability data from internal systems and external sources according to specific data needs • Direct, oversee and conduct data mining activities to identify and investigate leads, trends, patterns, correlations and regularities within large sustainability data sets • Develop automated and logical sustainability data models and sustainability data output methods • Maintain and ensure the reliability of sustainability data sources and data integrity when handling sustainability data • Clean databases to remove duplicate, outdated or irrelevant sustainability-related information, coordinate data quality reviews and report on their outcomes • Develop presentations, and design sustainability data reports and visualisations to facilitate understanding of research and / or analytics findings	●
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SF TSCs needed

•	**Impact Indicators, Measurement and Reporting**	L3 L4	L5
•	**Sustainability Reporting**	L3 L4	L5
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● Data Analysis / Data Scientist

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SF TSCs needed

•   **Impact Indicators, Measurement and Reporting**   `L3` `L4` `L5`

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