

● Investment Counselling

Context of change and impact on job tasks

Private banking clients are increasingly interested in investing towards sustainable initiatives . this job role holder will need to include sustainability considerations throughout the investment decision making processes.

When developing asset allocation methodology and portfolio construction strategies, Investment Counsellors will need to incorporate client’s investment objectives and sustainability preferences and align them with the bank’s sustainability commitments. They may leverage profiling tools which incorporate sustainability preferences and the client’s risk appetite when providing recommendations. They have to keep abreast of emerging sustainability considerations and lead the factoring of relevant trends into portfolio construction strategies to enhance the sustainability performance of the portfolio.

When developing investment portfolios, the job role holder will require knowledge on the opportunities and risks when supporting climate change adaptation and mitigation, carbon markets related funds and natural capital investments. They will also require understanding of key international and regional regulatory sustainability developments in the non-financial industries and explain how it might impact client’s investment portfolios.

Additionally, the job role holder will need to have a clear understanding of sustainable finance products available and may need to work with product specialist and sustainability / sector experts to develop new product offerings and investment strategies.

As sustainability policies continue to evolve, the job role holder would need to keep abreast of updates to the bank’s credit and operational risk policies due to sustainability considerations and monitor client’s profile and escalate conflicts accordingly.

Time horizon of impact: Immediate

Impact on key job tasks

● High augmentation ● Moderate augmentation ● Low augmentation

Critical work function	Additional key job task	Impact on job task
Review client portfolio performance	<ul style="list-style-type: none">Incorporate sustainability metrics and targets (e.g. data related to sustainability metrics, carbon footprints, social impact and governance practices) when evaluating portfolio performance and align to relevant classification frameworks (e.g. Ecolabel, SFDR article 8,9)Ensure investment strategies are aligned to organisational policies and compliant with regulations, including ERM policies and frameworks which takes into account sustainability risks as well as bank's sustainability commitments and targets	●
Provide product advisory services	<ul style="list-style-type: none">Incorporate client's investment objectives and sustainability preferences (e.g. focus on either environmental, social or governance, sustainability-neutral, responsible investing, sustainable investing, thematic investing, impact first investing and philanthropy) and align them with the bank's sustainability commitmentsIncorporate key sustainability trends in the financial and non-financial industries into portfolio construction strategiesConsider opportunities and risks when supporting climate change adaptation and mitigation, carbon markets related funds and natural capital investmentsSuggest appropriate investment products with sustainability labels (e.g. Ecolabel) to clients based on their identified sustainability investment preferences	●

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Critical work function	Additional key job task	Impact on job task
Partner internal teams to develop and execute investment strategies	<ul style="list-style-type: none">Incorporate sustainability related guidelines and labels (e.g. Ecolabel, SFDR article 8,9) as considerations when proposing new product or identifying potential investment productsSupport client-facing teams in articulating investment concepts to clients to encourage clients with high sustainability risk portfolios to shift towards sustainable investments that are aligned with banks risk standards and targetsWork with products team to determine if there is a need to re-label sustainable financial products based on updates in classification frameworks	●

SF TSCs needed

Carbon Markets and Decarbonisation Strategies Management	L3	L4	L5
Climate Change Management	L3	L4	L5
Natural Capital Management	L3	L4	L5
Non-Financial Industry Sustainability Developments	L3	L4	L5
Sustainable Investment Management	L3	L4	L5