

Principal Research

CHURCH COMMISSIONERS FOR ENGLAND –
INVESTMENT DIVISION



CHURCH COMMISSIONERS *for* ENGLAND

JOB TITLE:	Principal Research
LOCATION:	Church House, Great Smith Street, London, SW1P 3AZ
ACCOUNTABLE TO:	Deputy CIO
KEY RELATIONSHIPS:	CIO, Principal Investment Strategy

BACKGROUND: The Church Commissioners for England is a statutory corporation that is a major financial institution managing over £11 billion assets for the Church of England and an administrative body with regulatory and quasi-judicial duties. It has representatives of Church and State on its governing body and is answerable to Parliament and the General Synod of the Church of England. Financial returns are used to support the mission and ministry of the Church of England.

JOB SUMMARY: The Principal Research reports to the Deputy CIO and works in close partnership with the CIO and Principal Investment Strategy. This role is central to coordinating research activities across the fund, ensuring that investment teams apply consistent assumptions and methodologies, helping to drive the research on Strategic Asset Allocation and Total Portfolio Approach. The Principal Research will lead in-depth research projects on specific investment topics, collaborating with investment teams to support robust, evidence-based decision-making. All work is underpinned by the organisation's values: Strive for Excellence, Act with Integrity, Respect Others, Show Compassion, and Collaborate.

MAIN DUTIES AND RESPONSIBILITIES

RESEARCH LEADERSHIP

- Coordinate, under the direction of the deputy CIO, research efforts across all investment teams to ensure consistency in assumptions, methodologies, and analytical frameworks.
- Develop and maintain research standards and best practices, fostering a culture of rigour and collaboration.
- Lead cross-team initiatives to address complex investment questions and support the fund's strategic objectives.

STRATEGIC ASSET ALLOCATION

- In conjunction with Deputy CIO and Principal Investment Strategy coordinate work on Strategic Asset Allocation and Total Portfolio Approach, ensuring alignment with the fund's long-term goals and risk appetite.
- Collaborate with the CIO, Deputy CIO and Principal Investment Strategy to refine asset allocation models and methodologies.
- Provide thought leadership on macroeconomic trends, capital market assumptions, and portfolio construction.

INVESTMENT RESEARCH

- Undertake in-depth research on specific investment topics, working closely with investment teams to deliver actionable insights.
- Analyse cross-asset investment opportunities, with a particular focus on equities, and other asset classes.
- Present research findings to senior

leadership and contribute to investment committee discussions.

GOVERNANCE AND COMMUNICATION

- Ensure research outputs are communicated clearly and effectively to stakeholders across the fund.
- Support the CIO, Deputy CIO and Principal Investment Strategy in preparing materials for governance committees and external presentations.
- Maintain high standards of documentation and transparency in all research activities.

BROADER RESPONSIBILITIES

- Contribute to ESG and responsible investment initiatives through research and analysis.
- Foster an inclusive and collaborative team culture, supporting professional development and continuous improvement.
- Mentor junior researchers and support the development of research capability across the fund.
- Actively promote cross-team collaboration, sharing information and resources to achieve shared goals and build a sense of collective purpose.

The main duties and responsibilities of your post are outlined in this job description. This list is not exhaustive and is intended to reflect your main tasks and areas of work. Changes may occur over time, and you will be expected to agree to any reasonable changes to your job description that are in line with the general nature of your post. You will be consulted about any changes to your job description before these are implemented.

PERSON SPECIFICATION

ESSENTIAL

KNOWLEDGE/EXPERIENCE:

- Minimum 7–10 years' experience in investment research.
- Proven track record of delivering high-quality research in a complex investment environment.
- Experience presenting complex research and recommendations to senior stakeholders, committees, or boards.

SKILLS/ABILITIES:

- Demonstrated ability to lead research projects and coordinate across teams.
- Strong analytical, communication, and stakeholder management skills.
- Ability to develop and maintain consistent research frameworks, methodologies, and analytical standards.
- Strong capability in translating complex research into clear, decision-ready insights for non-technical audiences.
- Excellent written communication skills, with high standards of documentation and transparency.

QUALIFICATIONS/TRAINING:

- Master's degree in a relevant field or CFA qualification.

PERSONAL ATTRIBUTES:

- Commitment to upholding the organisation's values and fostering a collaborative, inclusive culture.
- Demonstrates intellectual curiosity, rigour, and sound professional judgement.
- Collaborative leadership style, with the confidence to challenge constructively.

DESIRABLE

KNOWLEDGE/EXPERIENCE:

- Previous cross-asset coverage and a strong equities background.
- Experience may be from buy-side or sell-side institutions.

CIRCUMSTANCES:

- Some tasks may occasionally involve working out of normal office hours to meet deadlines.

GENERAL INFORMATION

WHO WE ARE AND OUR VALUES

The National Church Institutions comprises a wide variety of teams, professions and functions that support the mission and ministries of the Church of England in its vision to be a church, centred on Jesus Christ, for the whole nation - a church that is simpler, humbler, bolder.

WE INCLUDE. YOU BELONG.

Our Belonging and Inclusion Strategy aims for everyone in the National Church Institutions (NCIs) to feel that they belong and are valued for who they are and what they contribute. Together, our people contribute in different ways towards our common purpose, whichever NCI they work in and whatever their background.

Living out our values in all that we do, we:

- Strive for **Excellence**
- Show **Compassion**
- **Respect** others
- **Collaborate**
- Act with **Integrity**

We believe our commitment to belonging and inclusion fuels our progress and drives us forward. The NCIs are a safe, inclusive workplace for people of all backgrounds and walks of life.

We welcome applications from people of all faiths and of no faith. We want to encourage applications from a diverse group of people who share our values. Even if you have never thought about working for us before, if you have the skills and experience we're looking for then we would like to hear from you.

STANDARDS OF BEHAVIOUR AND CONDUCT

Staff are expected to act at all times with due consideration for others and in a manner befitting their position as employees of the Church and as professionals, whatever their job.

HEALTH AND SAFETY RESPONSIBILITIES

The NCIs take Health and Safety at work very seriously and require their staff to familiarise themselves with, and follow, their policy.

CONFIDENTIALITY

Staff must not pass on to unauthorised persons, any information obtained in the course of their duties without the permission of their Head of Department.

TERMS OF EMPLOYMENT

SALARY:	Salary & Incentive are competitive.
LOCATION:	Church House, London (currently Hybrid 2-3 days in the office)
HOURS OF DUTY:	Normal hours of work are 35 per week, Monday to Friday with an hour's unpaid break for lunch.
PENSION CONTRIBUTIONS:	Staff will be automatically enrolled in the Church Commissioners Pension Fund with AVIVA unless they choose to opt out. The National Church Institutions have an income protection insurance arrangement.
PRIVATE HEALTH INSURANCE:	Staff will be automatically enrolled in the AXA and Medicash Private Health Schemes unless they choose to opt out.
ANNUAL LEAVE:	30 days paid leave per year. This is inclusive of public holidays and additional holidays approved by your employer.
SEASON TICKET LOAN:	Staff are eligible to apply for an interest free travel season ticket loan for their journey to and from work.
CONTRACT:	This post is offered as a permanent contract subject to a six-month probationary period.