

Research Analyst

ABOUT EQUILEAP

Equileap is a specialized ESG data provider focusing on social and human capital data. We provide high-quality, accurate data and company ratings, backed by thorough company validation and careful evidence consideration. With a dataset of close to 6000 companies worldwide, our scorecards cover various indicators for gender equality, race and ethnic diversity, LGBTQ+ identities, and human and labor rights in the supply chain.

Our mission is to close the equality gap in the workplace, and we have helped asset managers, pension funds and corporations have a positive impact since 2017.

Our data is used by investors for responsible investing strategies to make informed decisions with data on equality in the workplace. In addition, we produce bespoke benchmarking reports for companies and we publish regular research reports on equality in the workplace such as our Gender Equality Global Report and Ranking (view the [publications page](#)).

ABOUT THE POSITION

Job Type:	Full-time
Employment Type:	1-year contract with the potential for a permanent contract
Location:	Amsterdam, The Netherlands
Start date:	March 2025, or in consultation

Are you passionate about social equality and looking to launch your career in ESG research? Join Equileap, a leading ESG data provider, as a Research Analyst. In this role, you will analyse the social equality performance of companies worldwide, empowering investors to make informed, socially responsible investment decisions. You'll also contribute to high-profile research reports and thought leadership that influence the global conversation on equality in the workplace.

After an initial training period, you will take ownership of key processes or projects - such as internal research operations, research engagement, or stakeholder management - under the guidance of a senior team member. You will play a key role in maintaining the high quality of Equileap's research outputs. This position offers excellent opportunities for growth, allowing you to deepen your expertise in research, operations, or client engagement, depending on your skills and career aspirations.

RESPONSIBILITIES

- Conduct in-depth research and analysis of companies' equality performance across countries and sectors;
- Prepare and validate high-quality data for inclusion in Equileap's equality datasets through a meticulous quality assurance process. You play a key role in maintaining high team standards;
- Take ownership of specific processes or projects (e.g., research operations, research engagement, or stakeholder management);

- Collaborate on delivering datasets, reports and insights for Equileap's clients;
- Analyse trends in social equality and their impact on corporations;
- Contribute to thought leadership through data analysis, report writing, and public-facing initiatives;
- Grow into specialised roles in operations or research engagement, depending on your interests and team needs.

QUALIFICATIONS

- You are eligible to work in Amsterdam, The Netherlands.
- A graduate degree in social sciences, business, finance, or a related discipline.
- 2-3+ years of relevant experience in research, ESG, or a related field, preferably including work on social equality or responsible investing.

SKILLS AND INTERESTS

- Strong interest in ESG and socially responsible investing, with a passion for social equality issues.
- Exceptional research and analytical skills with a meticulous attention to detail.
- Strong proficiency in Microsoft Excel. Familiarity with other analytical tools (a plus).
- Outstanding communication skills in business English, both written and oral (additional languages are a bonus).
- Proven ability to take ownership of projects and manage responsibilities independently.
- Collaborative, client-focused, and adaptable to working in a culturally diverse, geographically dispersed team.
- You are proactive and have a start-up mentality.

TO APPLY

Please send a cover letter and resume to info@equileap.com, citing 'Research Analyst application - your name' in the subject line.

We promote flexible work arrangements and welcome all applicants, regardless of age, sex, gender, race, ethnicity, disability, or sexual orientation.

Starting salary: €42,000 per annum, gross. Enjoy secondary benefits such as hybrid working (from the office and home), 30 vacation days, and in addition to your annual vacation days the office closes between Christmas and New Year.

All applications will be treated with the highest level of discretion and will be accepted until **15 January 2025**.