

**SKILLS FRAMEWORK FOR FINANCIAL SERVICES  
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

<b>TSC Category</b>	Investment and Financial Management					
<b>TSC</b>	Environment and Social Governance					
<b>TSC Description</b>	Understand the latest industry and/or client standards regarding Environment and Social Governance (ESG) and undertake ESG research activities and document findings					
<b>TSC Proficiency Description</b>	<b>Level 1</b>	<b>Level 2</b>	<b>Level 3</b>	<b>Level 4</b>	<b>Level 5</b>	<b>Level 6</b>
			<b>FSE-PVE-3012-1.1</b>	<b>FSE-PVE-4012-1.1</b>	<b>FSE-PVE-5012-1.1</b>	
			Research latest industry Environment and Social Governance (ESG) practices and articulate its relevance and impact to the organisation	Integrate Environment and Social Governance (ESG) research and investors' ESG needs into investment decisions	Synthesise Environment and Social Governance (ESG) principles with organisation's investment policies and practices	
<b>Knowledge</b>			<ul style="list-style-type: none"> <li>Leading international conventions, principles and standards related to environment and social governance</li> <li>Common risks and opportunities of environmental and social governance issues</li> <li>Application of ESG to asset classes</li> <li>Application of ESG to alternatives investment</li> <li>Limitations of ESG methodologies</li> <li>Typical ESG indexes and rating systems, scope and coverage</li> <li>Organisation's ESG investment approaches</li> </ul>	<ul style="list-style-type: none"> <li>Types of motivation for ESG investing</li> <li>Types of approaches to ESG investing</li> <li>Role of ESG in the investment processes</li> <li>Methods to evaluate ESG research and rating</li> <li>Feasibility of ESG application to asset classes</li> <li>Feasibility of ESG application to alternative investment</li> </ul>	<ul style="list-style-type: none"> <li>Principles for responsible investment</li> <li>Evaluation criteria of leading ESG conventions, standards and practices</li> <li>Evaluation criteria for ESG risks</li> </ul>	
<b>Abilities</b>			<ul style="list-style-type: none"> <li>Conduct research on latest industry ESG, conventions practices and standards</li> <li>Identify opportunities from ESG research</li> <li>Apply ESG rating methodologies</li> </ul>	<ul style="list-style-type: none"> <li>Analyse research on industry ESG conventions, practices and standards for application purposes</li> <li>Determine relevance and feasibility of ESG</li> </ul>	<ul style="list-style-type: none"> <li>Draw insights from leading ESG conventions, standards and practices</li> <li>Establish responsible investment policies and practices for decision making</li> </ul>	

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			<ul style="list-style-type: none"> <li>• Integrate ESG research into investment research across asset classes and alternative investments</li> <li>• Engage investors to understand their ESG needs</li> <li>• Communicate ESG investment approaches with clients</li> </ul>	<p>application to investor and organisation's needs</p> <ul style="list-style-type: none"> <li>• Develop investment and research processes which incorporates ESG factors</li> <li>• Assess investors' decision making process based on their governance processes, needs and motivation</li> <li>• Integrate investors' requirements with the investment management processes</li> <li>• Evaluate ESG risks and its implication on investment performance</li> <li>• Develop communication plans for ESG strategies to target investors</li> </ul>	<ul style="list-style-type: none"> <li>• Evaluate impact of ESG on decision making in investment and research processes</li> <li>• Define organisation's ESG position and culture</li> <li>• Review communication plans on ESG strategies to target investors</li> <li>• Develop organisational criteria and assessment of ESG risks</li> </ul>	
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