

## Sustainability Research Analyst / Associate

StepChange

### Salary Range (based on background and experience):

Analyst: ₹30,000 - ₹50,000 per month

Associate: ₹50,000 - ₹80,000 per month

### Location: Remote (Pune / Bangalore preferred)

**Application:** Please reach out with a short cover letter and resume to [careers@stepchange.earth](mailto:careers@stepchange.earth) to indicate your interest

### Organization Overview

StepChange is a state-of-the-art urban sustainability platform (currently in development) that is designed to help consumers calculate and reduce their overall environmental footprint using behavioral interventions and creative financial incentives. Our platform uses scientifically validated methods to:

- (1) Calculate individual environmental footprints for our consumers
- (2) Develop personalized 'sustainability diets' to help behavior change
- (3) Assess the environmental footprint of different shopping and consumption decisions, allowing our customers to make more informed and sustainable choices
- (4) Partner with credible organizations in Indian cities that work on sustainability issues
- (5) Develop innovative environmental offsets that allow consumers to reduce their environmental impacts and lead more sustainable lives

We are looking to hire a passionate and driven researcher to help us develop these tools. Location is flexible and we are open to a remote appointment, but prefer applicants that are open to relocating to Pune or Bangalore. We seek talented candidates who share our core values of Innovation, Integrity, Transparency and Trust and support our commitment to building a diverse and welcoming workplace.

The founders are IIT Bombay and Massachusetts Institute of Technology alumni with past experience in the sustainability space and at large organization like McKinsey, Ola and Accel. We are growing rapidly and looking to build a strong team to join us in this journey. We promise an exciting work environment, non-hierarchical, mission-based, performance-driven culture, rapid growth and learning opportunities, competitive salary, comprehensive medical insurance coverage and significant ESOPs under an employee friendly ESOP policy.

### Overall Function

You will be responsible for supporting the Chief Science Officer (CSO) in conducting literature reviews and condensing scientific literature and industry reports accurately. You will be tasked with performing independent research to answer qualitative and quantitative questions that are necessary to build accurate and useful modeling tools for our platform. The role will involve a substantial amount of data aggregation, processing and analysis. Experienced candidates will be tasked with more sophisticated modeling assignments. You will be part of a small but quickly growing team that values independent thought and innovation. This role is an opportunity to deploy your research skills in a novel, impactful and intellectually stimulating manner.

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## **Key Responsibilities**

Analyst and Associate:

- Support the CSO in the development of the sustainability models that drive our platform.
- Conduct detailed reviews of current sustainability literature (climate, air quality, water quality, waste management, etc.) to extract key insights to inform and improve our modeling approach.
- Synthesize information and communicate research output concisely and accurately.
- Other related tasks as needed.

Associate only:

- Develop statistical and mechanistic models to estimate environmental footprints using input-output methods, life-cycle analysis, etc.
- Work with our academic partner organizations to share, communicate and exchange technical and scientific insights.
- Develop internal assessment tools to calculate brand sustainability, offset impacts, etc.
- Help the CSO document and publish novel insights or techniques.
- Help develop connections with academic and non-profit organizations in India.

## **Qualifications**

Analyst and Associate:

- Attention to detail, self-motivated, curious and independent.
- Eager to work on complex and impactful problems in urban sustainability.
- Strong oral and written communication skills in English.
- Proficiency in the use of Microsoft Office Suite and Google Office Suite.
- Excellent organizational and time management skills.
- Experience conducting literature reviews (using Google Scholar, etc.)
- Data analysis skills are highly preferred.

Analyst only:

- Master's degree in science / engineering / sustainability is highly preferred.
- 1-2 years of research / think-tank experience is highly preferred.

Associate only:

- PhD in earth science, climate or sustainability-related field with strong research background OR Master's degree with 3-4 years of research / think-tank experience.
- Working knowledge of R and Python scripting is highly preferred.
- Previous experience conducting input-output analysis or life-cycle analysis highly preferred

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