

TANYA KHOTIN

917-929-6768 | tanya@khotin.net

Profile

Tanya's interests in global socio-economic issues have driven her 30+ year career in management consulting, finance, and investment. Tanya has focused on sustainable and impact investing for nearly 15 years, prior to which, she served as Managing Director and Head of Russian equities at UBS Investment Bank. She launched her post MBA career at Bain & Co. in Moscow, consulting to the Russian government on industry privatization.

Through her firm, "Khotin Impact Strategies," Tanya guides institutions toward greater impact through investment strategies and philanthropic programs, leveraging her experience in traditional finance and management consulting, and leaning into her passion for environmental and social issues.

Building on her field experience to advance the next generation of practitioners, she serves as an Adjunct Professor at Columbia University's School for International and Public Affairs.

As Board member and Treasurer, Tanya chairs the Investment Committee at Norcross Wildlife Foundation, an endowed operating foundation protecting 8,000 acres of land and wildlife habitat in New England.

Born in Moscow, USSR, and having emigrated as a political refugee in the 1970s, Tanya earned a BA in French from UC Berkeley, and an MBA from Columbia Business School.

Areas of Expertise

Investment Industry
Management Consulting

Impact & Sustainable Investing
Philanthropic Advisory

Renewable Energy
Food and Agriculture

Experience

COLUMBIA UNIVERSITY, SIPA, SUSTAINABLE INVESTING RESEARCH INSTITUTE (SIRI), New York, NY

Adjunct Professor and Brandmeyer Fellow for Impact & Sustainable Investing (June 2024 - Present)

Bringing field experience into the classroom to help students understand the day-to-day jobs and incentives of various actors involved in shaping our economy, from the policy-making side to financial markets, in order that they may become stronger advocates and implementors of positive change.

KHOTIN IMPACT STRATEGIES, New York, NY

Principal (2015 – Present)

Advise institutions on navigation of impact and responsible investing ecosystem in context of traditional finance.

- Activated \$500+ million in investment assets toward ESG and impact through investment advisor searches and other strategies. Clients included **Natural Resources Defense Council (NRDC), Northlight Foundation, Church Investment Group, Wespeth**, and others.
- identified and originated \$3m+ in new program opportunities at the intersection of environmental issues and capital markets for The Finance Hub and the **Gordon and Betty Moore Foundation**. Worked directly with discrete Grantee Partners, including the Inevitable Policy Response, commissioned by UN PRI in 2018.
- Acted as **Interim CFO/Chief Administrative Officer for Norcross** (2020 – 2021) during leadership transition.

CORNERSTONE CAPITAL INC., New York, NY

Executive Committee Member / Head of Institutional Business Development (2014 – 2015)

Developed and commercialized start-up's brand with institutional asset managers and corporates. Devised firm-wide strategic initiatives, including business development for investment advisory business and capital-raising.

HUGO NEU CORPORATION, New York, NY

Markets Strategist/Portfolio Manager (2011 – 2014)

Identified investment opportunities for family office investment portfolio, aligned with core business of recycling and sustainability. Led firm's certification as a B-Corp. and M/WBE.

UBS INVESTMENT BANK AND AFFILIATES, New York, NY & Moscow, Russia

Managing Director/Head of Russian Equities, Moscow, Russia (2006 – 2009)

Selected for newly created C-level role to manage Russian business' transition from independently run JV to fully integrated unit of UBS. Directed \$200 million P&L and staff of 60, in research, sales, and trading. Developed new go-to-market strategy for establishing business in Ukraine (decided against executing the strategy).

Head of Emerging Markets ex-Asia Equity Sales, New York, NY (1998 – 2006)

Doubled team from 6 to 12 people, while raising revenue per head. As team's top individual producer, spurred team to achieve and maintain #1 position with U.S. institutional investors.

Russian Equity Sales (Brunswick), New York, NY (1996 – 1998)

Introduced Russian equity market to U.S. investors, and attained top ranking. After Russia's 1998 financial crisis, transferred to Warburg (JV partner since 1997 that was later acquired by SBC and subsequently UBS).

MASTERCARD INTERNATIONAL, Purchase, NY

Management Consultant (1995 – 1996)

Led regional prioritization project, contributed to acquisition strategy in Brazil, and conducted research on Chinese credit card and payment card usage trends.

BAIN & COMPANY, Moscow, Russia/Boston, MA/New York, NY

Consultant (1993 – 1995)

Client: State Privatization Agency, Russia Supervised local Russian contractors across 5 regions. Worked with local government officials responsible for privatization of local enterprises.

Client: Amoco/Russia Collaborated with team representing refining, retail, petrochem, and natural gas operations to identify best regional fit for launching businesses to compliment Amoco's upstream business.

Client: American Express/NY Evaluated and consulted client on optimization of rewards programs.

ASPIRE, New York, NY

Director (1990 – 1991)

Managed private independent study-abroad program for U.S. college students at St. Petersburg State University.

3220 (Soviet American citizen diplomacy hub), San Francisco, CA

Interpreter/Project Manager (1987 – 1990)

Interpreted for high school student presentations to Presidents Reagan and Gorbachev, and for astronauts and cosmonauts working on joint book project, The Home Planet by Kevin W. Kelley.

Education

COLUMBIA UNIVERSITY - COLUMBIA BUSINESS SCHOOL, New York, NY

Master of Business Administration: International Finance – Dean's List; Elected to Beta Gamma Sigma (1993)

Foreign Language Areas Scholarship (FLAS) Award

UNIVERSITY OF CALIFORNIA - BERKELEY, Berkeley, CA

Bachelor of Arts: French Language and Literature – High Honors (1987)

> Universite de Montpellier III, France - Education Abroad Program (1985 – 1986)

Current Board Seats

NORCROSS WILDLIFE FOUNDATION

Board Director

Treasurer

Chair of Investment & Finance Committee

Specific projects:

- On a pro bono basis, led the search process to identify a new investment advisor with strong sustainability research capabilities.
- Worked with new advisor to develop the Investment Policy Statement that aligned with the organization's mission.
- Moved the endowment's portfolio to a fossil fuel free sustainable mandate for both public and private securities; began active ownership strategies through joining collaborative engagement efforts
- Launched the effort to make and implement a Net Zero commitment across both financial and physical assets of the Foundation.
- Recruited several Board members from the business world, to address a gap in finance/investment, legal, and governance expertise as well as gender and racial diversity.

NYC COOP

Board Director

Treasurer

Specific projects:

- Established a composting, e-waste and textile recycling program in the building, as part of Department of Sanitation's pilot program in 2014; the program remains very popular with residents and staff.
- Launched the process for building decarbonization, including identifying appropriate resources and partnering with the NYC Accelerator, ConEd, NYSERDA, and multiple contractors.
- Volunteered building's installation of a new Domestic Hot Water air source heat pump system to be featured in the city's marketing campaign to encourage more such programs.