ENVIRONMENTALLY AND SOCIAL RESPONSIBLE INVESTMENT FIRMS

Acumen Fund
Acumen Fund is a nonprofit global venture making long term debt and equity investments that yield both financial and social returns in order to grow businesses. It was founded in India, but is active throughout Asia, Africa, US, and the UK making investments across five categories: water, health, housing, energy, and agriculture. www.acumen.org

ABP
ABP is the Dutch pension fund for employees in the government, public, and education sectors. ABP is committed to taking CSR into account when executing investment decisions. www.abp.nl

Association of Sustainable and Responsible Investment in Asia (ASRIA)
ASRIA, based in Hong Kong, is perhaps the best established and most respected SRI organization in Asia. www.asria.org

Calvert Investments
Calvert, a leader in fixed-income investing, has branched out into equities and pioneered the use of social investing on a broader scale than ever before. Calvert has been in the mutual fund business for over 25 years and manages approximately $9.7 billion in assets in 28 screened and non-screened portfolios for over 330,000 shareholders. www.calvert.com

CERES
CERES is a national network of investors, environmental organizations, and other public interest groups working with companies and investors to address sustainability challenges such as global climate change. www.ceres.org

Citi Asset Management
Since 2003, Citi’s Markets and Banking division includes an Environmental and Social Risk Management Policy to address environmental and social issues from a credit risk perspective and reputation/franchise risk perspective. www.citigroup.com/citi/environment/riskmanagement.htm

Domini Social Investments
Domini Social Investments is an investment firm specializing exclusively in socially responsible investing. It manages more than $1.8 billion in assets for individual and institutional investors. Domini manages the Domini Social Equity Fund, the first and largest socially and environmentally screened index fund in the world, and two unique investment vehicles that invest in community economic development, the Domini Social Bond Fund and the Domini Money Market Account. www.domini.com

EIRIS
EIRIS is a nonprofit organization that helps clients develop the market in ways that benefit investors, asset managers and the wider world. EIRIS provides responsible investment services to more than 100 asset owners, asset managers, banks, stock brokers and governments around the world - as well as major index providers. www.eiris.org

Updated 8/16
Ethos
Ethos is a Swiss investment foundation for sustainable development. Its purpose is to promote the principals of sustainable development and corporate governance best practice in investment activities, and to promote a stable and prosperous socio-economic environment that serves society as a whole and preserves the interests of future generations. www.ethosfund.ch/e/ethos-foundation/default.asp

EVCA
Over the years, EVCA has become the prime source for information about the venture capital and private equity industry. EVCA has been collecting information since its launch, resulting in comprehensive data going back to 1984. www.evca.eu

Forum for the Future
Forum for the Future is an independent nonprofit who work globally with business and government to inspire new thinking, build creative partnerships and develop practical solutions in the areas of food, energy, and finance. Within its work, there is a center for sustainable investment. www.forumforthefuture.org.uk

The Global Environment Fund
The Global Environment Fund is a private equity fund that invests in and provides management support to companies that make positive contributions to environmental quality, human health, and the sustainable management of natural resources. It currently has approximately $1bn in total capital management. www.globalenvironmentfund.com

Goodmoney
Goodmoney is a comprehensive listing of socially and environmentally screened funds, banks, and credit unions in the US
www.goodmoney.com/sefunds.htm (US)
www.goodmoney.com/candfunds.htm (Canada)

ING
ING, a leading Dutch financial services firm, is dedicated to corporate sustainability. As such, according to its CSR report, it has EUR 1.7 billion of sustainable assets under management. www.ingforsomethingbetter.nl

Investors’ Circle
Investor’s Circle is a network of angel and institutional investors, foundation officers, and entrepreneurs who seek to balance financial, social, and environmental returns. www.investorscircle.net

Loring, Wolcott & Coolidge
Loring, Wolcott & Coolidge is private wealth management firm which seeks to balance return with personal values. www.lwcotrust.com

MSCI
MSCI provides corporate social research products and services to institutional investors.
www.msci.com/products/esg/

New Ventures
New Ventures is the World Resources Institute’s center for environmental entrepreneurship – providing business development services to environmentally-focused small and medium enterprises (SMEs) in emerging markets. www.wri.org/project/new-ventures
INTERVIEW TYPES

Screening Interview:
The screening interview does just that—screen out candidates whose qualifications don't meet the job specifications. The first interview is typically conducted by a human resources professional and will probably focus more on your resume and qualifications than anything else. Screening interviews may be conducted in person, by telephone, or by video conferencing (see Telephone Interview and Video or Skype Interview sections).

- Articulate your skills and what you accomplished at each previous job experience.

Second Interview:
Second round interviews are often more difficult to prepare for because their purpose is more subtle—to determine which candidates will best “fit” with the company. Second interviews may be comprised of behavioral and competency-based questions (see Behavioral Interview and Competency-based Interview sections).

- Ask questions about the work environment.
- This stage may also include reference checks and testing.

Case Study Interview:
Consulting firms and certain financial institutions may include a case study or word problem based on a real-life or simulated consulting situation as part of their interview process. In this instance, the interviewer will present you with a case study and ask how you would approach and solve the dilemma at hand. The interviewer is simply trying to determine your analytical abilities through this interview method, so try not to get flustered!

- You can usually ask relevant questions in your efforts.
- There are a number of online and hardcopy resources available through the Office of Career Services to help you prepare for these types of interviews.
- It is also imperative to be part of a student study group and practice together since these interviews are very demanding.

Behavioral Interview:
In these interviews, the interviewer will ask you to talk about a real situation you've encountered and your response to that situation. A sample question could include, “Tell me of an incident when you failed,” instead of a hypothetical question such as “How you would handle a mistake or failure?” The employer assumes this will be a good indicator of how you would handle situations in the future.

- Stay calm and answer the question as completely as you can, using the SAR formula as your guide:
  - S – What was the situation or problem that you were presented with?
  - A – What action did you take? (Specifically highlight the skills used.)
  - R – What were the results of your actions? (Be specific and quantify results when possible.)

Pax World Funds
Pax World Funds is comprised of mutual funds challenging corporations to establish and adhere to specific standards of social and environmental responsibility. www.paxworld.com

Pensions Investment Research Consultants (PIRC)
Pensions Investment Research Consultants is a research and advisory consultancy providing services to institutional investors on corporate governance and corporate social responsibility. www.pirc.co.uk

Rabobank Group
Rabobank Group is a Dutch based cooperative financial services provider operating on the basis of cooperative principles. In making investments, it is focused not only on returns but also takes into account the planet, people, and good governance. It has over EUR730bn in assets. www.rabobank.com

Social Capital Partners
Social Capital Partners invests in social enterprises in Canada. www.socialcapitalpartners.ca

Social Funds.com
Social Funds.com is a comprehensive site devoted to socially responsible investing that has a list of community development banks and funds. www.socialfunds.com/ci/listing.cgi

RobecoSAM
RobecoSAM are investment specialists in Sustainability Investing. Sustainability is their foundation, conviction and purpose. www.robecosam.com

Trillium Asset Management
Trillium Asset Management is an independent employee-owned firm, dedicated to professional, high quality, individualized service in socially responsible investing for our valued clients. www.trilliuminvest.com

Venture Philanthropy Partners
Venture Philanthropy Partners offers funding for nonprofit ventures. www.vppartners.org

Vertis
Vertis is a top environmental commodities broker, specializing in emissions, second generation biofuels, and energy certificates. The company has been a leader in Central and Eastern Europe since 2001. www.vertis.com