



Margaret A. Cargill  
PHILANTHROPIES

# Investment Analyst, Risk Management & Asset Allocation

Margaret A Cargill Philanthropies  
Hybrid in Eden Prairie, MN

Base Salary Range: \$118,000 - \$131,000



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6889

# About Margaret A. Cargill Philanthropies

Based in Minnesota, Margaret A. Cargill Philanthropies (MACP) is the umbrella over two grantmaking foundations funded through Margaret Cargill's estate: Margaret A. Cargill Foundation and Anne Ray Foundation. Rooted in guidance from our founder, MACP engages with strategic partners to support work that makes a lasting difference for communities, with particular attention to overlooked causes. Our global funding spans seven domains connected through common grantmaking approaches:

| ANIMAL WELFARE   | ARTS & CULTURES   | DISASTER RELIEF & RECOVERY  | ENVIRONMENT   | LEGACY & OPPORTUNITY   | QUALITY OF LIFE   | TEACHERS & STUDENTS   |
|--|---|---|---|--|---|---|
| <i>Wellbeing of domestic animals and injured wild animals, and ways to increase empathy toward animals among children and adults</i> | <i>Folk arts, Native American art, music, tactile art, and artistically significant crafts that foster human creativity</i> | <i>Natural disaster preparedness, relief, and recovery, with emphasis on communities prone to low-attention disasters</i> | <i>Conservation of natural resources and protection of natural habitats</i> | <i>Opportunities aligned with MACP's strategic priorities and support for geographies of importance to our founder, Margaret Cargill</i> | <i>Supporting life's journey at vulnerable stages for children, young adults, families, and older adults.</i> | <i>Supporting the teaching profession and student success</i> |

The collective assets of MACP place it among the 10 largest philanthropies in the United States.

The two foundations have separate boards and investment portfolios but share a common mission of providing meaningful assistance and support to society, the arts, and the environment.

**Margaret A. Cargill Foundation** is a private foundation that came into existence upon Ms. Cargill's death in August 2006. In 2023, MACF's total assets were \$3.2 billion.

**Anne Ray Foundation** is a supporting organization, which may make grants only to organizations specifically named by Ms. Cargill. In 2023, ARF's total assets were \$4.9 billion.



# About Our Workplace



Our community of more than 120 employees brings expertise from a variety of professional and personal experiences. We are inspired by a common mission, shared values, and the difference we can make by working together.

We are also proud to offer a welcoming workplace that supports our employees' health and overall wellbeing. We supplement that environment with activities throughout the year that promote collaboration, learning, and fun. Reflecting our investment in staff wellbeing, we have deepened our commitment to flexible work schedules and have implemented an innovative new approach to work arrangements in 2022. All MACP staff have a reduced workweek, with half-day Fridays, year-round, with the option of working remotely up to two days per week.

MACP's home in Eden Prairie, Minnesota is a foundational aspect of our identity, reflecting an organizational commitment to sustainability, balance, and collaboration. In spring 2016, MACP completed a major building expansion, and our LEED Platinum certified building features include sustainable materials, outdoor meeting areas, a fitness room, and unique art and keepsakes from Ms. Cargill's personal collection and others, that reflect our grantmaking and the communities where we work. Our space is a living reminder of our values.

Eden Prairie is part of the Twin Cities metro area including Minneapolis and St. Paul, which have over 3 million residents and together make up one of the metropolitan areas in the country. A unique blend of small town and major cosmopolitan hub, both urban cores boast a thriving business atmosphere.

For more information about MACP, please visit our website: [www.macphilanthropies.org](http://www.macphilanthropies.org).

# The Opportunity

MACP is seeking candidates who share the organization's values and commitment to join our team as an Investment Analyst, Risk Management & Asset Allocation.

The Investment Analyst, Risk Management & Asset Allocation will be responsible for assisting the investment team in managing the investment risk and asset allocation for the Margaret A. Cargill Philanthropies. The Investment Analyst provides analytical support, knowledge of fundamental and quantitative research techniques, and strategic insights to conduct research, assess risks, assist in the management of strategies, and report results.

The Investment Analyst will report to and assist the Director of Risk Management and Asset Allocation in all aspects of investment risk management and asset allocation and will be a part of the Investments team.



# Responsibilities

- Assist with decomposing investment portfolios and returns by retrieving and cleaning data, analyzing and interpreting portfolio analytics, and reviewing fundamental and quantitative research.
- Support the management of a risk premia portfolio by gathering risk premia strategy returns and position data, reviewing risk premia strategy methodologies, calculating daily risk premia portfolio returns, and monitoring cash balances.
  - Assist with the derivative overlay programs by monitoring position exposures and cash flows.
  - Contribute to the asset allocation research by reviewing fundamental and quantitative research techniques to assess economic outcomes, gathering and cleaning data for capital market expectations, and learning about alternative approaches to asset allocation.
- Review and reconcile performance and risk attribution reports prepared by third parties.
- Compile and clean data as needed for manager and market analysis.
- Assist with manager risk due diligence and manager monitoring activities, including review of underlying portfolio investments, decomposing returns, analyzing portfolio fit, and documenting monitoring activities.
- Support MACP's vision and commitment to diversity, equity, inclusion, and justice (DEIJ) by contributing to team and organization wide DEIJ goals and efforts.
- Demonstrate knowledge of and commitment to intercultural understanding and sensitivity and awareness of systemic racism and other forms of structural injustice.

# Qualifications

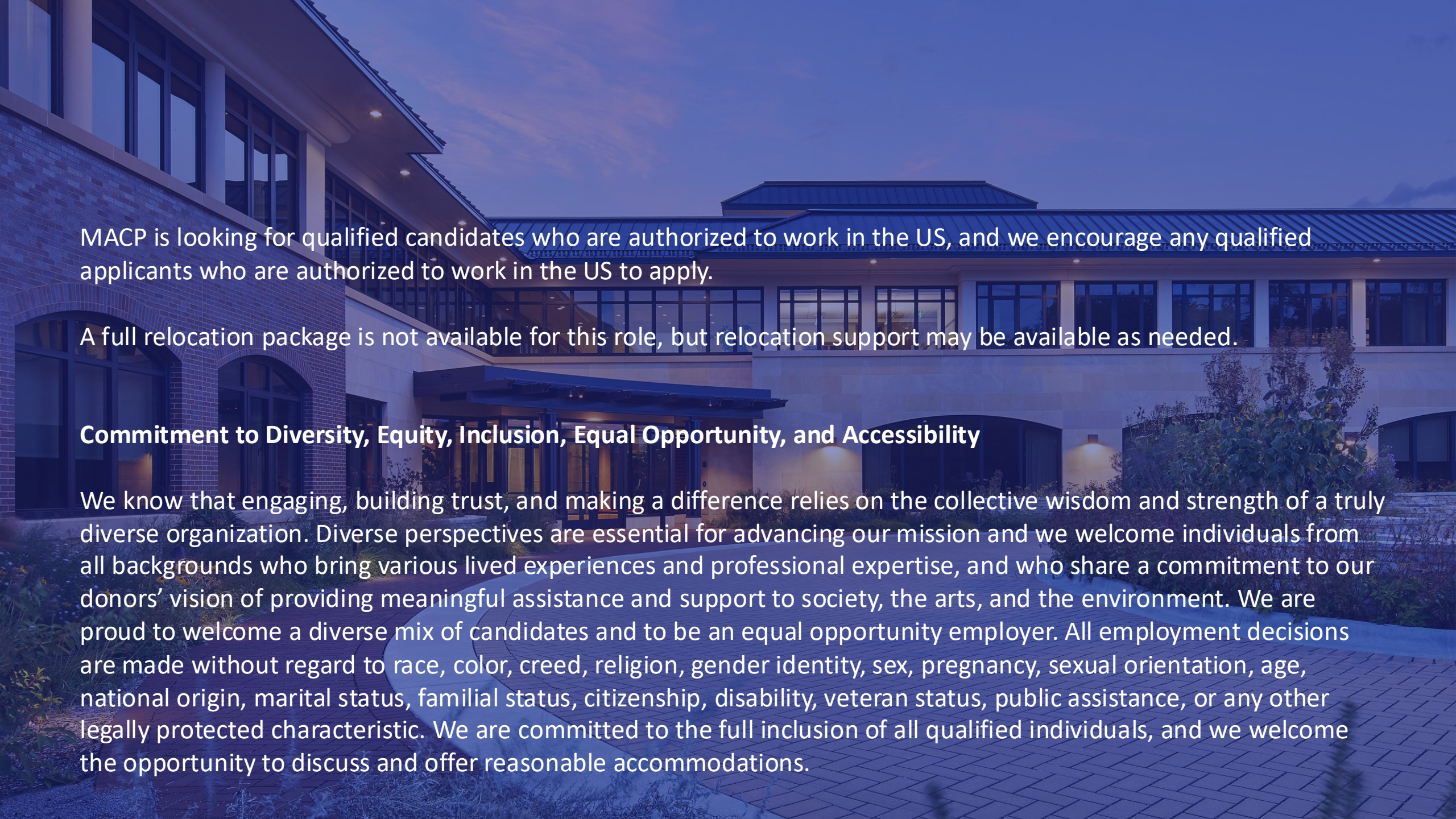
- Bachelor's degree in finance, economics, statistics, applied math, or related field required.
- 2+ years of related work experience; including investment research and/or portfolio management.
- Demonstrated understanding of financial concepts, terms, and benchmarks including knowledge of asset allocation theory and modeling, benchmark analysis and performance measurement.
- Applied econometric knowledge sufficient to test the interaction of variables, identify latent market risks, and determine significance. This may include ability to use programming languages such as R, Matlab, and/or Python.

- Clear communication skills and experience presenting complex topics to audiences with varying levels of understanding for the material.
- Interpersonal skills sufficient to build partnerships within the Investment Team and with cross-functional teams.
- Experience using Microsoft PowerPoint to build presentations and Microsoft Excel to evaluate data.
- Proven ability to maintain the highest level of integrity and confidentiality in both internal and external relationships.
- Experience working independently using econometric techniques to answer research questions

# Compensation & Benefits

MACP has identified a base salary range of \$118,000 - \$131,000. In addition, this role is eligible for an Investment Incentive Plan and the incentive target opportunity is 25%. The actual starting salary will be commensurate with years, breadth, and depth of relevant experience, education, certifications, credentials, special skills, accomplishments, and other factors relevant to the position. MACP benefits are generous and include:

- Professional development benefits, including opportunities to participate in relevant membership organizations and external learning activities.
- Tuition reimbursement for employees pursuing college or advanced degrees or a certificate.
- Strong medical, dental, and vision benefits for staff and their dependents with competitive monthly premiums and flexible spending accounts.
- Minimum of four weeks of paid time off, in addition to a week-long year-end office closure.
- Retirement programs, including 401(k) matching at 5%, with access to employer-paid financial planning resources.
- In addition, the Organization may provide a discretionary contribution to employees' 401(k) plan that vests over a five-year period.
- Matching gift program for charitable donations.
- Additional benefits such as an employee assistance plan, an onsite fitness room, paid parental leave, and tuition reimbursement.
- Reduced work week for all staff, with half-day closures on Fridays, year-round.

A photograph of a modern building with a brick and stone facade, large windows, and a covered entrance. The scene is set at dusk or dawn, with a blue-tinted sky and some interior lights visible through the windows. The building has a multi-level design with a prominent brick section on the left and a more modern stone and glass section on the right.

MACP is looking for qualified candidates who are authorized to work in the US, and we encourage any qualified applicants who are authorized to work in the US to apply.

A full relocation package is not available for this role, but relocation support may be available as needed.

### **Commitment to Diversity, Equity, Inclusion, Equal Opportunity, and Accessibility**

We know that engaging, building trust, and making a difference relies on the collective wisdom and strength of a truly diverse organization. Diverse perspectives are essential for advancing our mission and we welcome individuals from all backgrounds who bring various lived experiences and professional expertise, and who share a commitment to our donors' vision of providing meaningful assistance and support to society, the arts, and the environment. We are proud to welcome a diverse mix of candidates and to be an equal opportunity employer. All employment decisions are made without regard to race, color, creed, religion, gender identity, sex, pregnancy, sexual orientation, age, national origin, marital status, familial status, citizenship, disability, veteran status, public assistance, or any other legally protected characteristic. We are committed to the full inclusion of all qualified individuals, and we welcome the opportunity to discuss and offer reasonable accommodations.



## Our Application Process

Interested candidates should send their resume to our external search partner at Clubb Search Partners: [aaron@clubbsearch.com](mailto:aaron@clubbsearch.com)

Clubb Search Partners is a boutique recruitment firm focused on investment management. Learn more about Clubb Search Partners: [website](#)

Learn more about what to expect in our application process on our [website](#)



Caroline Schmidt  
Principal

Aaron M. Clubb  
Managing Partner



Natalie Kokka  
Principal

