

Career opportunity

Chief Investment Officer

CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM

Position information

The California State Teachers' Retirement System is seeking to fill our Chief Investment Officer position. The ideal candidate will be able to provide strategic leadership and direction for the CalSTRS Investment Branch while reporting to the Teachers' Retirement Board in collaboration with the Chief Executive Officer and serve as a member of CalSTRS executive staff. The CIO is responsible for developing, recommending, implementing and monitoring the policies, strategies and initiatives to support the CalSTRS strategic plan. The CIO is responsible for managing a significant and complex budget and providing leadership and direction to a diverse team while fostering a collaborative culture of excellence, diversity, equity and inclusion. The CIO oversees all CalSTRS investment portfolios, both defined benefit and defined contribution funds, and investment operations through a Deputy Chief Investment Officer and Director of Investment Services.

Professional and personal competencies

CalSTRS' CIO must possess exceptional leadership qualities, investment management capabilities and demonstrated excellence leading people. The ideal candidate must have worked in a complex financial environment within the public sector or a large institutional setting. An advanced degree is desirable.

The ideal candidate must possess the following competencies:

- Minimum 10 years of experience in investment management.
- Bachelor's or master's degree in business administration, economics, finance or a closely related field.
- Knowledge of and ability to implement diversity, equity and inclusion principles.
- Demonstrated commitment to creating and sustaining a diverse, inclusive and equitable workplace.
- Demonstrated ability to engage with diverse stakeholders, including boards, CEOs, legislative bodies and external partners.
- Track record of successful asset allocation, risk management and investment strategy implementation.
- Track record of creating and executing long-term investment plans that align with an organization's strategic goals and objectives.
- Demonstrated experience managing substantial operating budgets and financial resources.
- Ability to anticipate industry shifts and identify innovative opportunities to enhance investment program performance.
- Knowledge of investment regulations, compliance standards and reporting requirements, and ability to ensure program operates within legal and regulatory boundaries.
- Strong communication skills to convey complex investment strategies and concepts clearly to stakeholders, including the board and executive staff.
- Strong interpersonal skills to build and maintain relationships in a highly visible role.
- Ability to represent the organization in public forums, advocate for the investment program and maintain credibility within the investment community.

- Demonstrated commitment to ethical behavior and transparency in all investment decisions and interactions.
- Ability to maintain the organization’s reputation as a partner of choice.
- Work with board executing investment policies.

Compensation and benefits

The annual salary range is \$408,000–\$612,000. Placement in the salary range is dependent on the incumbent’s experience and qualifications. If the incumbent possesses a Chartered Financial Analyst (CFA), Certified Commercial Investment Member (CCIM), Financial Risk Manager (FRM), Certified Investment Management Analyst (CIMA) or Chartered Alternative Investment Analyst (CAIA) certification, the incumbent may receive a 5% monthly base pay differential. Only one 5% base pay differential is eligible regardless of the number of certifications. This position has the opportunity to earn an annual performance-based award of up to 200% of the annual salary. Relocation benefits may be available.

The State of California provides a comprehensive benefits package, including:

- Defined benefit retirement program.
- 401(k) and 457 deferred compensation plans through Savings Plus.
- Health, dental and vision insurance.
- Group legal services.
- Nonindustrial disability insurance.

CalSTRS is an employer of choice because we have a meaningful mission and support the health and well-being of our employees. Our leadership team champions our collaborative and service-oriented culture as we work to secure the financial future of California’s educators.

OUR MISSION

Securing the financial future and sustaining the trust of California’s educators

As a world-class financial services institution and state agency, CalSTRS’ organizational culture emphasizes customer service, leadership and respect for our members and colleagues.

We value our employees and encourage an environment motivated by our core values: Customer Service, Accountability, Leadership, Strength, Trust, Respect and Stewardship.

About the California State Teachers’ Retirement System

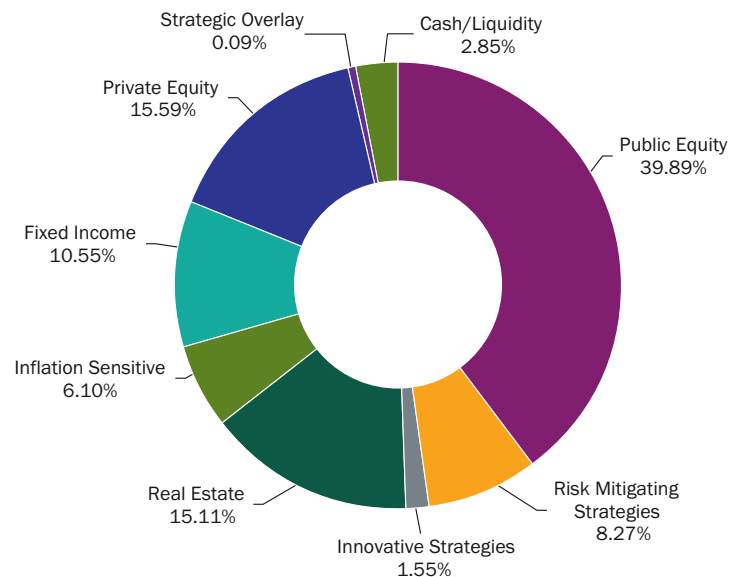
The California State Teachers’ Retirement System was established by law in 1913 to provide retirement benefits to California’s public school educators from prekindergarten through community college. Today, CalSTRS is the largest educator-only pension fund in the world.

Teachers’ Retirement Board

CalSTRS is administered by a 12-member Teachers’ Retirement Board. The board oversees all strategic decisions made by CalSTRS and ensures benefits are paid timely and accurately to all beneficiaries in accordance with the Teachers’ Retirement Law.

Asset allocation as of December 2023

Total Investment Portfolio of \$327.0 billion



CalSTRS Headquarters

CalSTRS' two U.S. Green Building LEED Platinum-certified headquarters buildings in West Sacramento, California, feature sustainable construction, abundant natural lighting, an organic garden, sustainable beekeeping and ergonomic functionally designed workspaces. CalSTRS offers a variety of on-site amenities to our team members, including two full-service cafés, two free fitness centers, a bicycle rental library and a childcare center. Team members enjoy walks along the Sacramento River and nearby seasonal farmers markets.

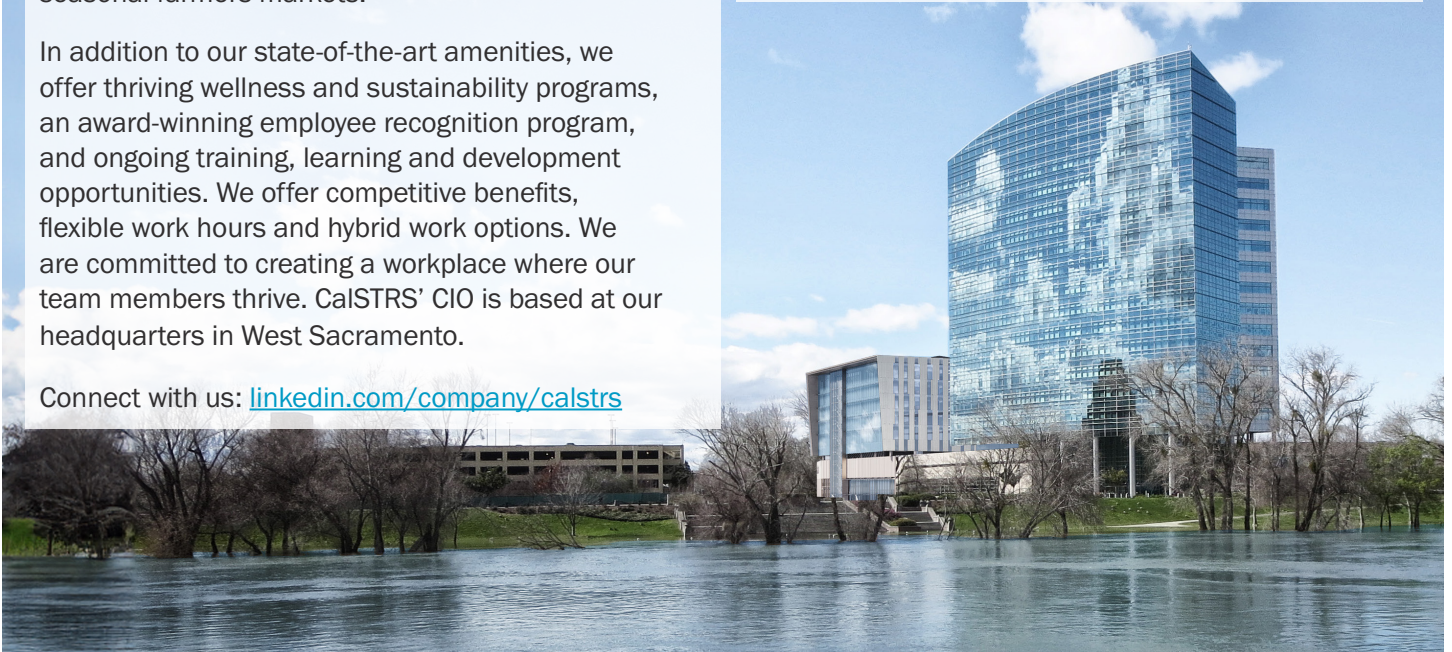
In addition to our state-of-the-art amenities, we offer thriving wellness and sustainability programs, an award-winning employee recognition program, and ongoing training, learning and development opportunities. We offer competitive benefits, flexible work hours and hybrid work options. We are committed to creating a workplace where our team members thrive. CalSTRS' CIO is based at our headquarters in West Sacramento.

Connect with us: [linkedin.com/company/calstrs](https://www.linkedin.com/company/calstrs)

About Sacramento

Sacramento is the capital of California, located at the confluence of the Sacramento and American rivers. Also known as the Farm-to-Fork Capital, the city is home to approximately 525,041 people and features the Golden 1 Center, historic Old Sacramento, Sutter's Fort and the State Capitol building. In just a few hours, you can travel to Napa Valley, Lake Tahoe or San Francisco.

To learn more, check out [VisitSacramento.com](https://www.visit-sacramento.com).



HOW TO APPLY

The final filing date for this position is Sunday, March 10, 2024.

To apply for this position, visit jobs.ca.gov and search Job Control JC-413963 or click the link below:
<https://calcareers.ca.gov/CalHrPublic/Jobs/JobPosting.aspx?JobControlId=413963>

Each candidate is required to submit a state application and resume. In addition, you may include a cover letter and other relevant documentation.

This position may be subject to disclosure and disqualification requirements concerning economic conflict of interest in government work, including the [Conflict of Interest Code](#) that applies to CalSTRS team members and the [Political Reform Act](#), which requires disclosure of certain investment information and use of a designated trading platform for securities transactions, as well as filing a [Statement of Economic Interest \(Form 700\)](#).

If you have questions regarding the position or how to apply, please contact:

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