Senior Associate, Investment Performance Analytics, Copenhagen

Are you our next Performance Analytics Lead, ready to turn complex investment data into clear portfolio insight and a scalable quarterly performance cycle?

About the role

As Performance Analytics Lead, you will own the mechanics and execution of the quarterly investment performance cycle, as well as the analytical layer that turns source data into portfolio conclusions. You will bring structure to the calendar, submissions, validation, reconciliation, variance analysis and reporting, enabling Business Partners to spend less time chasing data and more time challenging and interpreting performance. You will join the Investment Performance team in the CIO Office and report to the Investment Performance Director. Working closely with Business Partners, the Platform & Methodology Owner, Digital and downstream data users, you will bridge finance, process and analytics while keeping clear ownership boundaries: Digital builds the infrastructure and raw ingestion, while you own specifications, acceptance, analytical design, judgement and reconciliation.

Key responsibilities

- Own and run the quarterly cycle calendar, submission tracker, chase list, exception log and runbooks, ensuring routines can be executed reliably each cycle.
- Execute and verify data-quality checks, systematic roll-forwards and the validation and flag engine, triaging exceptions and escalating as needed.
- Produce variance and analysis packs for Business Partners, and build reconciled reporting from source data through to portfolio-level conclusions.
- Own the semantic-layer and return-attribution requirements, including driver decomposition, validation rules, thresholds and acceptance criteria for delivery by Digital.
- Govern internal reporting and handovers, including field definitions, version stamping, KPI and definitions registers, forecast-accuracy scorecards, data completeness and change acceptance.

Your experience & skills

In this role, you hold a relevant Master's degree and bring 5-8 years of experience from investment management, Financial Planning & Analysis (FP&A), forecasting, finance consulting, audit, controlling, or a similar analytical finance environment. Relevant backgrounds include Big Four firms, finance advisory, real estate controlling, and investment management. We are looking for a genuinely dual profile combining analytics engineering with investment performance analysis.

We expect you to bring:

- Hands-on experience and confidence working with semantic models, data transformation, testing and BI tools.
- Experience with process execution and process development.
- Experience with performance analysis such as attribution, variance analysis, projections, forecasting or forecast quality.
- The ability to run analytical pipelines and critically interpret, validate and reconcile their outputs, rather than simply export data.
- Experience specifying requirements and acceptance criteria for digital or data teams, with a clear understanding of data warehouses and end-to-end data flows.
- Excellent English communication skills, both written and verbal. Professional proficiency in Danish, with the ability to understand and engage in day-to-day business discussions,

Deadline:
26-10-2026

Contact person:
Jerker Gustafsson

Job area:
CIO Office

Position type:
Full time

Area:
Corporate Functions

is required. Additional Nordic language skills are considered an advantage.

Your character

- Independent and dependable, with the discipline to maintain recurring processes and stay on top of details and deadlines.
- Comfortable challenging outputs, making sound judgements and escalating when decisions require broader input.
- Collaborative and clear in your communication, able to connect Business Partners, Digital and other data users.
- Pragmatic about ownership: you enjoy designing, directing and accepting solutions, while leaving software construction to specialist developers.

What we offer

Make a difference by helping create urban spaces and places that enrich people's lives in the most sustainable way

Lead the industry with an innovator that is pioneering new approaches while raising standards and inspiring the industry

Learn and grow as part of a powerhouse of brilliant people where teamwork, feedback and different ways of thinking are at the core

Be your whole self in a purpose-driven culture with a strong sense of belonging, based on trust, celebration and caring for each other

About us

This role is closely connected to colleagues in Copenhagen and to teams across the investment-performance data flow. Active collaboration and regular in-person presence are important to making those relationships work well.

The Investment Performance team sits within the CIO Office and is responsible for the methodologies, analytics, and platforms that support investment decision-making across Urban Partners. Working at the intersection of investments, data, technology, and business processes, the team drives performance management, business partnering, platform ownership, and continuous improvement to help create a scalable and future-fit investment platform

Join us

If this opportunity interests you, we encourage you to apply as soon as possible, as applications are reviewed and interviews conducted on an ongoing basis. Application deadline: **26 October**. For questions, please contact Jerker Gustafsson (Investment Performance Director) at jegu@urban.partners.

We look forward to hearing from you!