

Shanaya Lakhani

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PROFESSIONAL EXPERIENCE & ACHIEVEMENTS

SquareWell Partners – London

01/2025 – Present

Senior Analyst, SquareWell & AQTION Team (Full-Time)

- Delivered ESG and governance diagnostics for public issuers, analyzing board effectiveness, disclosure quality, and material risks aligned with SFDR, CSRD, and TCFD
- Advised investor relations teams and institutional investors on ESG stewardship strategies, shareholder engagement planning & tracking, board candidate sourcing, and navigating governance rights
- Monitoring evolving regulations (TCFD, SFDR, CSRD) & proxy voting trends to inform client strategies & strengthen stewardship-related positioning and planning
- Conducted competitor benchmarking and continuous platform testing (AQTION & SquareWell) to enhance ESG datasets, dashboards, and research tools used in investor decision-making.
- Mentored junior analysts & contribute to thematic content, regulatory updates, and stewardship benchmarking insights for client distribution and digital thought leadership

DWS, Deutsche Bank Group

06/2022 – 08/2023

Responsible Investment Analyst, Global Corporate Governance Centre (Full-Time)

- Boosted proxy voting Equity AuM coverage from 92% to 95% by streamlining workflows & reducing manual inputs by 60% through advanced Excel modelling, supporting the Global Head of Investment Stewardship in creating the annual proxy focus list
- Conducted in-depth ESG risk and governance assessments for portfolio companies across the US and EU, identifying material gaps and recommending areas for improvement to inform engagement priorities and facilitate constructive dialogue with company boards and management
- Led stewardship activities for 350+ US and EU companies, managing proxy voting, governance engagements, ESG research, and fiduciary responsibilities under ISS, PRI, and DWS frameworks
- Managed stewardship deliverables such as RFPs, DDQs, client reports, AGM preparations, & key submissions for the UK Stewardship and PRI Active Ownership reports

Sustainalytics, Morningstar Pvt. Ltd.

04/2021 – 06/2022

ESG Research Associate, Indicator Research Team (Full-Time)

- Conducted ESG risk and impact assessments for 1,000+ global publicly listed companies, evaluating alignment with EU Taxonomy, UN SDGs, Principal Adverse Indicators (PAIs), and TCFD frameworks
- Analysed sector-specific sustainability risks and controversies to determine material ESG issues (MEIs), informing company-level risk ratings used by institutional investors for equity research and portfolio construction
- Collaborated with global research teams to enhance data quality and methodology consistency across sectors and regions, supporting the delivery of robust, investment-relevant ESG insights
- Mentored 15+ new hires, driving reporting accuracy from 80% to 95% within a month through hands-on guidance on software tools, research methods, and quality audit protocols

EDUCATION

King's College London, London, United Kingdom

09/2023 – 09/2024

MSc Accounting, Accountability & Financial Management

Key Modules: Advanced Corporate Finance, Mergers & Acquisitions, Credit Risk Analysis, Financial Reporting & Analysis

Jai Hind College, Mumbai, India

06/2017 – 09/2020

Bachelor of Management Studies (BMS) – Majoring in Finance

CFA Institute United Kingdom

06/2025 – Present

CFA ESG Investing Certificate Program Candidate

KEY SKILLS & EXPERTISE

- Financial Modelling, Data Analytics & Automation:** Expertise in DCF, LBO, valuation, and scenario analysis. Skilled in workflow automation, dashboards, and data analysis using Excel (VBA, Macros, Power Query), Tableau, Power BI, and Stata
- Investment Stewardship, ESG Research & Compliance:** Experience with shareholder engagement, proxy voting, ESG analysis, and stewardship reporting (PRI, UK Stewardship Code) aligned with TCFD, SDGs, EU Taxonomy, and regulatory disclosure frameworks
- Financial Tools & Market Platforms:** Proficient in ISS, Glass Lewis proxy voting platforms, Bloomberg Terminal, S&P Capital IQ, Morningstar Direct, Aladdin, and Thomson Reuters for research, analysis, and trading support
- Communication, Collaboration & Stakeholder Engagement:** Proven ability to manage stakeholders across global teams, lead ESG engagements, present insights clearly to senior audiences, and work cross-functionally to drive strategic outcomes
- Adaptability & Problem-Solving:** Strong analytical thinking with a proactive mindset; able to navigate ambiguity, prioritise effectively under pressure, and deliver high-quality outputs in fast-paced, dynamic environments

SPECIALISED CERTIFICATIONS & LEADERSHIP EXPERIENCE

- Post Graduate Finance Trading Programme (FTP), King's Business School (09/2023 – 09/2024):** Achieved an overall top score of 98.50% in an advanced trading program, mastering portfolio risk management, derivatives, and equities trading
- Common Purpose Global Leader Experience, Belfast (04/2024):** Selected as one of 30 students across King's Business School for a 5-day leadership program, & to develop strategic ESG initiatives for SSE Plc, collaborating with senior leaders to drive sales growth
- German language proficiency (Beginner – A1 level equivalent),** completed at Cambridge Institute (02/2025)