



Analyst (Student Assistant), Global Rewards

Do you want to join a global fund manager in energy infrastructure investments? If so, Copenhagen Infrastructure Partners (CIP) is currently looking for an Analyst to join our Global Rewards team based in Copenhagen.

Team

The Global Rewards Team is part of the broader People team at CIP and is responsible for designing and delivering CIP's global reward framework, ensuring our compensation, benefits, mobility, and incentive programs support both our business strategy and employee value proposition. As a trusted partner to senior leaders and stakeholders across the organization, the team develops scalable and market-leading reward solutions that enable us to attract, retain, and motivate top talent globally.

The team works at the intersection of People, Finance, and business leadership, providing strategic guidance on compensation structures, incentive programs, global mobility, benefits, job architecture, and pay transparency. Through a combination of analytical rigor, commercial insight, and close stakeholder collaboration, the team helps shape a rewarding and high-performance culture across CIP's global platform.

Role

We are looking for a curious, analytical, and detail-oriented Student Assistant to join our Incentives function within the Global Rewards team. This is a great opportunity for a student interested in gaining practical experience working with incentives programs.

As our Student Analyst, you will support incentives activities across multiple countries on both operational and strategic initiatives.

The position is **part-time** (around 20 hours per week) and based in our headquarters in NordØ. The workload will vary depending on ongoing projects, with flexibility to structure your time according to your schedule.

Responsibilities will consist of but are not limited to:

- Support onboarding new employees in our Long-Term Programs, i.e. handling and sending out Transfer Notes, Shareholder Agreements, Tax Side Letters to our employees and provide overall legal information of the content such as leaver terms, vesting conditions and maintaining all relevant data in our systems.
- Exit employees from our Long-Term Programs whenever we have leavers.
- Supporting our stakeholders by keeping an overview of employees enrolled in different programs.
- Ad hoc support when we create new Long-Term Programs or enter new markets to accommodate business needs.
- Assist employees with Long-Term Incentive matters, e.g. answer questions regarding eligibility, rights, tax implications, etc.
- Drive projects supporting employees with Long-Term Incentives.

You

You are ideally in 2-3 years of your Bachelor's or 1st year of Master's pursuing a degree in Commercial Law and Business Administration or similar. You enjoy working in a busy and collaborative environment, taking responsibility for your own projects, and driving them forward with confidence and independence. Having relevant experience is beneficial.

We look for the following in the candidate:

- A proactive and curious mindset, combined with a strong willingness to learn and develop. You take ownership of your work, seek continuous improvement, and thrive in an environment that offers new challenges and learning opportunities.
- Highly detail-oriented and structured in your approach, with the ability to manage multiple priorities while maintaining a high level of accuracy. You handle confidential and sensitive information with professionalism, discretion, and integrity.
- You are confident using PowerPoint to transform data and insights into clear and impactful presentations for a range of stakeholders and have good Excel skills.
- Professional written and verbal communication skills in English, enabling you to communicate effectively and build strong relationships with stakeholders across a global organization.

Please note that we do not offer a remote working opportunity, thus you must be a Danish resident or an upcoming student enrolled in a Danish university to be eligible for this role. Students on exchange in Denmark are not considered eligible for this position.

The process

Please apply online as soon as possible as applications will be processed on an ongoing basis. For questions related to the role, please reach out to our Talent Acquisition team at recruitment@cipfs.com. We do not include CV's and Cover Letters sent by email.

As we continue to improve our candidate experience, diversity and avoid unconscious bias, please avoid having a photo in your CV. We commit to an inclusive recruitment process and equality for all applicants.

Please be aware that we will not accept speculative CV submissions for any of our roles from recruitment agencies, and any unsolicited candidate submissions will be exempt from any payment expectations and ownership.

Building value that matters

Founded in 2012, Copenhagen Infrastructure Partners P/S (CIP) today is the world's largest dedicated fund manager within greenfield renewable energy investments and a global leader in offshore wind. To date, CIP has developed and constructed more than +50 greenfield renewable projects around the world. CIP is developing a greenfield project portfolio of ~160GW total, and ~16 GW is in operation or under construction. CIP manages 13 funds and has to date raised approximately EUR ~35 billion for investments in energy and associated infrastructure from more than ~200 international institutional investors.

CIP has a multinational team of ~500 full-time employees with extensive experience and knowledge within the fields of renewable energy project development and regulated infrastructure. In addition, CIP has a broad range of competencies within corporate finance, mergers & acquisitions, engineering, construction, project development, and project management.

CIP has built a prominent investment team capable of originating proprietary investment opportunities and executing projects and investments based on the team's industrial background, large industrial network, and extensive experience in structuring, executing, and managing investments within energy infrastructure. Headquartered in Copenhagen, CIP also operates from key locations across the globe, including offices in Hamburg, Munich, London, Utrecht, New York, Tokyo, Melbourne, Luxembourg, Kuala Lumpur, Seoul and Singapore. In addition, CIP has 17 local project offices globally.

For more information, visit www.cip.com.

Copenhagen Infrastructure Partners

København, 1050 København
www.cip.com

Ansøgningsfrist

Løbende jobsamtaler
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Kontaktperson

recruitment@cipfs.com