

Job Title: Legal Counsel
Location: Nairobi, Kenya
Term of Contract: Full time, Permanent
Salary: Commensurate to Experience

1. Introduction

An exciting opportunity has come up for an experienced lawyer to join AgDevCo's legal team.

Established in 2009, AgDevCo is a social impact investor operating exclusively in the agriculture sector in sub-Saharan Africa. It is a permanent capital vehicle with assets under management of \$280 million and growing. Our mission is to build successful and sustainable African agribusinesses through long-term investment and technical assistance to deliver positive impact at scale. Our vision is a thriving and productive commercial African agriculture sector that benefits people, economies and the environment. Our company provides patient capital, in the form of debt and/or equity, and specialist advice to support a portfolio of high-potential investees. We work closely with investees as collaborative, yet challenging, partners.

AgDevCo has regional offices and country presence in West (Accra), East (Nairobi) and Southern Africa (Cape Town) as well as a head office in London.

AgDevCo has also recently announced a new sub-investment strategy, AgDevCo Ventures, focussing on SMEs with a particular focus on locally owned and female owned businesses.

2. Role

Reporting to the General Counsel and working closely with the Senior Legal Counsel (based in London), the Legal Counsel will support AgDevCo's core investment strategy, and will be the key legal team member responsible for supporting the AgDevCo Ventures team (based in Nairobi). This is an exciting opportunity to take ownership of a new initiative, collaborating with investment and operations teams in Nairobi, London and across AgDevCo's offices in sub-Saharan Africa. The ideal candidate will be motivated by AgDevCo and AgDevCo Ventures' mission, able to work independently and flexibly, with a pragmatic approach.

3. Specific responsibilities

- ▶ Providing support and advice on AgDevCo's debt, mezzanine and equity investments including drafting and reviewing investment documentation, managing legal due diligence processes, and managing and coordinating advice from external counsel
- ▶ Working with investment teams to ensure that transactions are pursued in a timely manner and legal risks are identified and managed
- ▶ Supporting the legal team and the AgDevCo group in relation to a variety of legal, regulatory and compliance risks, keeping abreast of legal updates in AgDevCo's jurisdictions of operation, and providing training to staff on these matters
- ▶ Assisting with the legal aspects of stakeholder management
- ▶ Advising on governance and policy matters
- ▶ Advising on a wide range of commercial issues and reviewing commercial contracts

- ▶ Contributing to papers for executive/investment committees on the legal aspects of transactions
- ▶ Assisting AgDevCo's offices with statutory filing requirements

Although the role is based in Nairobi, there may be occasional travel required to AgDevCo's offices in London, Accra and Cape Town (in particular during the first year, for training purposes).

4. Profile

Essential

- ▶ Passion for international development with demonstrable alignment to AgDevCo's mission
- ▶ Qualified as a lawyer in Kenya or England, with 6 – 8 years post-qualification debt/finance transactional experience (ideally at a major law firm as well as in-house)
- ▶ Familiarity with financial concepts and instruments, investment vehicles, investments, acquisitions, and similar transactions
- ▶ Commercial and corporate law knowledge with proven reviewing, negotiating and drafting skills
- ▶ Strong team player with excellent written and verbal communication skills and an ability to explain legal issues and risks to investment teams, and recommend appropriate courses of action
- ▶ Strong organizational and diplomacy skills
- ▶ Commitment to accuracy, attention to detail and follow-through
- ▶ Willingness to collaborate and support on a variety of different initiatives and tasks
- ▶ Ability to work independently and pragmatically and to manage priorities and work to challenging deadlines
- ▶ Flexible and eager to work in a dynamic and fast-paced environment
- ▶ Working understanding of business integrity legislation (AML, anti-corruption, etc) applicable to international investors such as AgDevCo

Desirable

- ▶ In-house experience (strongly preferred)
- ▶ Transactional experience on equity investments and documentation
- ▶ Familiarity with DFI ESG standards and requirements
- ▶ Experience within an international organisation
- ▶ Experience working on transactions across Sub-Saharan Africa

5. Why should you join us?

Successful candidates will be offered the following:

- ▶ A competitive salary and benefits package;

- ▶ A discretionary annual performance bonus as well as participation in AgDevCo's long term incentive plan;
- ▶ Private medical insurance;
- ▶ Flexible working arrangements;
- ▶ The opportunity to travel internationally and gain valuable international experience and insight;
- ▶ The opportunity to be part of a diverse team of friendly, collaborative and highly skilled professionals;
- ▶ Multiple opportunities for learning (including opportunities for networking with other legal professionals in the global legal impact community); and
- ▶ The opportunity to contribute to Africa's economic development in a meaningful way.

6. How to apply

Interested candidates should submit their applications by email to careers@agdevco.com and with "KENYA LEGAL COUNSEL 2024" in the subject line.

To be considered, email applications must include all of the following:

- ▶ Proof of the right to work in the Kenya without the need for sponsorship;
- ▶ Personal CV that details all relevant experience; (including experience of transactions worked on and specific role on those transactions); and
- ▶ a cover letter that describes the motivation for applying to the position.

There will be two interview stages, with shortlisted candidates invited to complete a written assessment prior to the second round interview.

Please note that we are unable to individually respond to every application. If you have not heard back from AgDevCo within 30 business days, your application will not be taken forward.

7. Diversity

AgDevCo is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, disability, or age.

8. GDPR, Kenya PDPA, and other relevant personal data protection acts

Please note that by submitting an application to AgDevCo, candidates acknowledge and accept the following statement:

"In submitting this application, I agree that AgDevCo may collect the personal data it contains and use that data for current and future recruitment. In the event that my application is unsuccessful, I understand that my details will be securely destroyed after six months."