

Job Title: ESG Associate/Manager
Location: Cape Town, South Africa
Term of Contract: Full time, permanent
Salary: Commensurate to experience

1. Introduction

Established in 2009, AgDevCo is a leading specialist investor in African agriculture. It is a permanent capital vehicle with c\$340 million under management and growing. AgDevCo's aim is to promote sustainable and commercially viable agribusinesses and to achieve high development impact by reducing poverty, contributing to wider economic growth and development. AgDevCo provides patient capital, in the form of debt and/or equity, and specialist advice to support a portfolio of high-potential investees. Responsible investment is core to our approach and impact and we work with investees to work toward alignment with international good practice in line with finance sector and market standards.

AgDevCo has regional offices and in-country presence in East, West and Southern Africa – and investments in >10 countries in sub-Saharan Africa.

2. Role

AgDevCo is currently looking for a suitably qualified individual to fill the role of ESG Associate or Manager (experience dependant) in Cape Town. The post is a permanent full-time role, suitable for someone who has experience in environmental, social and governance issues (ESG) management and analysis.

The role involves supporting investees and ensuring the alignment with AgDevCo's impact and responsible investment requirements. The role will report to the Senior ESG Manager and the MD Impact, ESG and Climate.

3. Specific responsibilities

- ▶ With support from the Senior ESG Manager and Director and working with the wider ESG, Impact and Ventures teams ensure AgDevCo's policies, procedures for identifying, managing and monitoring ESG issues in investee companies are implemented across the organisation and in our investees.
- ▶ Supporting value creation and capacity development in investees.
- ▶ With the Senior ESG Manager's support, undertaking and managing due diligence, and producing relevant aspects of investment papers and developing and agreeing ESAPs with investment teams and investee in line with AgDevCo's ESG requirements and those of our funders.

- ▶ Ongoing portfolio company ESG monitoring (incl. ESAP reviews) and site visits and capacity building and development. Support the ESG team in undertaking data collection and QA of annual reporting.
- ▶ Support managing external consultants to address specific issues with potential investees and portfolio companies.

4. Profile

AgDevCo is looking for an energetic, hard-working, high energy and self-motivated individual who is productive and outcome oriented focussed on impact and value addition. Willing to be hands-on in supporting the management of the ESG function and supporting wider efforts in climate and impact work where needed. To succeed in the role they should have the following characteristics.

- ▶ A background (3-6 years) in ESG, ideally working with the finance or agricultural sector either directly or through a consulting role.
- ▶ Technical experience and/or an appreciation of conducting ESG reviews, due diligence assessments, monitoring and reporting in alignment with the IFC Performance Standards and / or agricultural certification schemes.
- ▶ Strong analytical and written communication skills, including technical reports and basic but solid data analysis.
- ▶ Personable, and comfortable in influencing and engagement with various stakeholders; adept at building relationships and credibility.
- ▶ Ability to work competently without micromanagement across a wide range of areas with investment managers, portfolio analysts, senior management of portfolio companies and with technical staff.
- ▶ Post-graduate qualification or significant working experience in a relevant discipline.
- ▶ Willingness to travel in Africa.

5. Why you should join us

This role offers the opportunity to join AgDevCo one of Africa's leading Ag sector impact investors at a very exciting time as we start our new Ventures fund. AgDevCo is a great place to work, impact lead with a critically important mandate and a long track record. The local teams in Nairobi and Cape Town are dynamic, professional and committed. A high pace, demanding but rewarding environment, with a great team culture and high-quality working environment.

Successful candidates will be offered the following:

- ▶ a competitive salary and benefits package;

- ▶ a discretionary annual performance bonus;
- ▶ 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; 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 "ESG RESOURCE 2025" in the subject line.

To be considered, email applications must include the following:

- ▶ proof of the right to work in South Africa without the need for sponsorship;
- ▶ a concise personal CV that details all relevant experience;
- ▶ covering letter that describes the motivation for applying to the ESG Associate/Manager role and for pursuing a career in impact investing and agricultural development; and
- ▶ transcripts of academic record, if transcripts are not yet available, please note this in your application.

Deadline for submission: 14 March 2025. 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, South Africa POPI 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 stored and deleted after six months."