

15 July 2025

The Public Investment Corporation SOC Limited (PIC) is an asset management firm, whose mandate is to make investments in various sectors of the economy on behalf of public sector entities. Amongst our clients are the Government Employees Pension Fund, the Unemployment Insurance Fund and the Compensation Fund. Over the years, we have grown to be amongst the top, large investment managers in South Africa and the rest of the African continent, with current assets under management at just over R3 trillion. At the centre of our growth is a team of self-driven professionals who are results-focused.

We are currently seeking applications from dynamic individuals for the following position:

- **Position: Associate Fund Principal: Workout & Restructuring**
- ***Job Grade: E1-E4**
- **Ref: AFP150725**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

To manage, monitor and develop plans for investments that have been placed under the Turnaround portfolio (Turnaround, Legal, Business Rescue or Liquidation) for compliance with the agreed-upon plans. This will be either supervising internal resources allocated or suppliers from the Turnaround and Value Add Panel. Compiling reports for internal and/ or external consumption on the TOVA portfolio. Assist the Fund Principal in the implementation of the Turnaround and Value-Add strategy for the PIC and its clients. Assist the Fund Principal with technical support in his role as Advisor on listed investments under Business Rescue and unlisted investments, which are referred to TOVA for guidance on the way forward to realise value for our clients. Assist the Fund Principal in providing Value Add Advisory Services across PIC.

Requirements:

Minimum Qualifications and Experience:

- B.Com (Honours) in Finance or B.Sc (Honours) in Finance or any other related commerce and finance degree

- A minimum of 8 - 10 years of experience in commercial/corporate turnarounds and rehabilitation in an asset management / private equity organisation or a financial institution, or a consulting firm
- 4-5 years of management experience
- FAIS RE 05 Certificate (or obtained within 3 months of employment)

Preferred Qualifications:

- Post Graduate Degree (finance, engineering, legal) or any other relevant commerce and engineering degree
- CA (SA), CFA or Master's degree would be an advantage

Key Technical/Core Skills Requirement:

- A well-developed knowledge of business, management and finance philosophies, practices, etc.
- Turnaround management/ Business Rescue experience and/or qualification.
- Able to use technical and business understanding to assist with the rehabilitation of non-performing assets.
- Able to apply a wide range of financial and risk assessment and mitigation techniques to the client's business operations.
- Able to develop innovative solutions, identify new areas of opportunity, and identify, analyse and address the appropriate risks to rehabilitate the client.
- Able to utilise complex influencing strategies for leverage.
- Strong business acumen and strategic advisory experience.
- Dealing with private sector / commercial workouts turnarounds – real examples will need to be provided.
- Extensive experience in the legal process associated with turnarounds /workouts, business rescue and liquidations.

Duties:

- Develop and implement turnaround and monitoring plans for all assets that are placed in the Turnaround Portfolio, which are allocated to you in Consultation with the Fund Principal.

- Develop and keep updated the skills matrix of the Turnaround Panel Members to enable timeous and effective procurement.
- Assist in maximising the value of assets under management through proactive intervention and value addition in portfolio companies.
- Assist in the restructuring of investments that are experiencing financial difficulties to ensure long-term financial viability.
- Monitor all investments under turnaround in your portfolio on a bi-monthly (every second week) basis (compliance and performance) in accordance with monitoring processes, policies, guidelines, frameworks and practices.
- Prepare and present reports to Committees as indicated by the FP and to the various client committees.
- Ensure that key risk factors, that were not previously identified by PMV, are proactively identified and managed, including drafting lessons learnt and submitting to FP for inclusion in the Investment Process and for sharing with relevant PIC teams with a view to improving investment performance.
- Conduct portfolio company visits and maintain ongoing interactions with the portfolio companies.
- Supervise and mentor a team of internal resources and or specialist consultants in a private equity environment.
- Manage and monitor performance of external service providers, including liquidators and business rescue practitioners, to ensure that they deliver in terms of the agreed mandate on a timeous and cost-effective basis.
- Preparing submissions to nominate liquidators and business rescue practitioners to the Master to further our transformation objectives in the industry.

Competencies and skills:

- Problem-solving skills
- Pro-active management of deliverables
- Providing innovative solutions to challenges
- Good report writing and presentation skills to internal and external stakeholders
- Excellent communication skills (oral and written)
- Interpersonal skills
- Negotiation skills

- Planning and organising
- Time management
- Performance and result-oriented
- Ability to deal with stress/pressure
- Strong quantitative and qualitative analytical skills
- Customer service oriented

Our firm values diversity and excellence, and is committed to realising these across all operations and investment activities. If you are dynamic, resilient, agile, disciplined and eager to be part of a team that is focused on creating meaningful change, you are encouraged to apply for this position.

Closing Date: 29 July 2025

*** Grade Range: The grade range for this position is from E1 – E4, commensurate with applicable minimum requirements.**

The PIC is an equal opportunity employer and aligns appointments with its Employment Equity Plan.

Please forward a copy of your comprehensive curriculum vitae to: Recruitment6@pic.gov.za

Privacy Notice: By submitting your application, you consent to the PIC processing your personal information as per applicable laws and the PIC Privacy Policy available on the PIC website (www.pic.gov.za). You are free to withdraw your consent at any time, after which, the PIC may cease processing your application.