

14 March 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 R2.6 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: ESG Analyst (Listed)**
- ***Job Grade:C3-D3**
- **Ref:ESGAL130325**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

To support the PIC in the implementation of its Responsible Investment Strategy. Ensuring that Environment, Social, Governance and Transformation / Diversity, Equity and Inclusion (ESGT) Research, and Engagement principles, plans and issues are implemented and complied with in the investment decision-making process in line with the approved ESGT governance framework.

Requirements:

Minimum Entry Requirements and Qualifications:

- B Degree in Commerce, Social, Developmental studies, Economics and any other relevant degree
- At least 2 years' experience in an ESG role
- Understanding of Investments/ Investment policy and active ownership will be advantageous
- Passion for sustainability and ESG principles

Preferred Qualifications:

- Post Graduate Degree

Preferred Body / Association:

- Chartered Financial Analyst (CFA)
- Institute of Directors South Africa (IoDSA)

Minimum Technical/Core Skill Requirement

- Relevant ESGT experience and knowledge of ESG issues and topics is a requirement.
- Working knowledge and Understanding of ESGT legislation, principles and reporting frameworks.
- Working knowledge of Transformation / Diversity, Equity and Inclusion issues
- Research Skills – the ability to source, analyse, interpret and report ESGT-related data from various sources.
- ESG due diligence experience.
- MS Office proficiency.

Duties:

- Conducting Research and Analysis of Listed Companies, State Owned Entities/ Fixed Income and External Asset Managers on their ESGT disclosure, performance, and the management of their respective ESGT risks and opportunities.
- Conducting proxy voting analysis and engagements with companies on ESGT issues and report writing thereof.
- Supporting and developing tools and frameworks for the effective integration of ESGT analysis into the investment process.
- Contributing to PIC ESGT thought leadership research analysis and integration.
- Compile quarterly client's and public managers funds' performance reports.
- Monitor industry trends, regulations and best practices.
- ESGT due diligence on transactions including pre and post-investment monitoring
- Portfolio monitoring of ESGT plans and issues.
- Collaborate with internal stakeholders to improve ESGT performance.

Competencies and skills:

- Problem solver with the ability to meet tight deadlines
- Works well under pressure
- Proven analytical and valuation skills
- Effective communication skills – written and oral

- Good Writing and verbal communication skills
- Numerate and analytical thinker
- Ability to conduct research and analysis
- Self-starter and ability to take initiative
- Good presentation skills

Our firm values diversity, and excellence and is committed to the realisation of these across all operations and investment activities. If you are dynamic, resilient, agile, disciplined and willing to be part of a team that is focused on creating meaningful change, you are welcome to submit your application for this position.

Closing Date: 28 March 2025

*** Grade Range:** The grade range for this position is from C3-D3, commensurate with applicable minimum requirements.

The PIC is an equal opportunities employer, aligning appointments with the PIC Employment Equity plan.

Please forward a copy of your comprehensive CV quoting the position reference number 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.*