

05 September 2022

**The Public Investment Corporation (PIC) invests funds on behalf of public sector entities including the Government Employees Pension Fund. The organisation is the largest investment manager in the country and the continent. Applications are invited from dynamic individuals for the following challenging position:**

**Position: Environmental, Social and Governance Analyst**

**(Ref:ESGAL50822)**

**Job Grade: \*C3-C4**

**Salary:** All-inclusive remuneration package negotiable

**Centre:** Public Investment Corporation, Pretoria

**REQUIREMENTS:**

*Minimum Qualifications:*

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

*Preferred Qualifications :*

- Post Graduate Degree
- Understanding of Environmental, and/or social legislative framework
- Understanding of Corporate governance and its principles

*Preferred Body / Association:*

- Institute of Directors
- Chartered Institute of Secretaries

*Minimum Technical/Core Skill Requirement*

- Relevant ESGT experience is preferred and a strong passion for and knowledge of ESG issues and topics is required
- Background in research, analysis and writing
- ESG due diligence experience
- Working knowledge of BBBEE issues
- Good Understanding of ESG principles
- MS Office proficiency

#### **GENERAL ACCOUNTABILITIES:**

- Environment, Social, Governance and Transformation (ESGT) Research, and Engagement
- To ensure that ESGT principles, plans and issues are adopted in the investment decision-making process and to enforce compliance in line with the approved ESGT governance framework.
- Environment, Social, Governance and Transformation (ESGT) Research, and Engagement
- 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 performance reports
- Effectively manage multiple on-going projects, coordinate processes and successfully prioritize multiple tasks with good judgment.
- Contributing to the long-term goal of improved stewardship and sustainability of investee Companies
- ESGT due diligence on transactions – pre and post investment
- Portfolio monitoring of ESGT plans and issues
- Reporting on ESGT performance, plans and issues as required by business and stakeholders
- ESGT Research activities

#### **BEHAVIOURAL COMPETENCIES:**

- Problem solver with ability to meet tight deadlines
- Works well under pressure
- Proven analytical and valuation skills
- Effective communication skills – written and oral
- Numerate and analytical thinker
- Ability to conduct research and analysis
- Self-starter and ability to take initiative
- Good presentation skills

**With the PIC having topped the R2 trillion mark in assets under management and in the process of entering the global investment market, it is the best asset manager any serious professional would want to be associated with. It is also one of the better places from which one can serve South Africa.**

Closing Date: 19 September 2022

**PIC is an equal opportunities employer.**

Please forward a copy of your comprehensive CV quoting “ESGAL50822” to [Recruitment6@pic.gov.za](mailto:Recruitment6@pic.gov.za)

**\* Grade range is from C3-C4 commensurate with applicable minimum requirements**

By submitting your job application, you consent to PIC’s processing of your personal information for the purposes of assessing your job application. PIC will process your Personal Information in accordance with applicable laws and the PIC Privacy Policy available here ([www.pic.gov.za](http://www.pic.gov.za)). You are free to withdraw your consent at any time, after which, PIC may no longer be able consider your job application.