

22 April 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 Associate (Listed) x2**
- ***Job Grade: D1-D5**
- **Ref: ESGAL140325**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

Assist in the ESG development of frameworks and generate reports that inform stakeholders about a company's ESG performance, facilitating informed investment and operational decisions.

Requirements:

Minimum Qualifications:

- ESG-related (Environmental, Governance or Social) Honours degree
- 5-7 years experience in an ESG role

Preferred Qualifications:

- MBA/ MBL or ESG related Masters qualification (advantageous)

Preferred Body / Association:

- Institute of Directors
- South African Council for Natural Scientific Professions

Minimum Technical/Core Skill Requirement

- Corporate governance
- Understanding of Environmental, and/or social legislative framework

- Understanding of Corporate Governance and its Principles
- Social impact assessment (summative and formative)
- Portfolio monitoring
- ESG due diligence experience
- Working knowledge of BBBEE issues
- Good Understanding of ESG principles
- Good understanding of capital markets and the investment management industry

Duties:

- Input and participation in all Active Ownership Activities in Listed Equities, Fixed Income and Multi-Mangers Public Markets.
- Proxy Voting and Engagements value chain management
- Lead ESG due diligence activities on transactions – pre and post
- Portfolio monitoring of ESG activities, plans and issues
- Reporting on ESG performance, plans and issues for internal and external stakeholders
- Training of PIC staff and external stakeholders on compliance with ESG issues
- Periodic ESG Impact analysis
- Lead the implementation of thought leadership in ESG and Company Research activities
- Ensure effective and efficient use of resources

Competencies and skills:

- Teamwork & Cooperation
- Ability to communicate complex issues in both spoken and written form.
- Numerate and analytical thinker
- Self-starter and ability to take initiative
- Stakeholder management
- Commercial Business Acumen
- Ability to conduct research and analysis
- 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: 06 May 2025

*** Grade Range:** The grade range for this position is from D1-D5, 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 curriculum vitae, quoting the 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.