

09 September 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: ESG Associate (Listed) x1- Readvertisement**
- ***Job Grade: D1-D5**
- **Ref: ESGAL080925**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

Support ESG integration and engagement activities by conducting research, monitoring ESG performance, and assisting with reporting requirements across all asset classes..

Requirements:

Minimum Qualifications and Experience:

- At least 5 years experience in ESG, responsible investment, or related analytical role.
- Relevant degree in finance, economics, or environmental/sustainability studies.

Preferred Qualifications:

- MBA / MBL/ Masters or relevant qualification

Preferred Body / Association:

- Institute of Directors
- Chartered Institute of Secretaries

Minimum Technical/Core Skill Requirement

- Corporate governance
- Social impact assessment (summative and formative)
- Portfolio monitoring
- ESG due diligence experience
- Working knowledge of BBBEE issues
- Good Understanding of ESG principles
- MS Office proficiency
- Good understanding of capital markets and the investment management industry
- Understanding of Environmental, and/or social legislative framework
- Understanding of Corporate governance and its principles
- Familiarity with ESG risk assessment tools and platforms (e.g., MSCI ESG, Sustainalytics, Bloomberg ESG).

Duties:

- Strategy development and implementation
- ESG due diligence on transactions – pre and post
- Portfolio monitoring of ESG plans and issues
- Reporting on ESG performance, plans and issues as required by business and stakeholders
- Training of PIC staff and companies on compliance with ESG issues
- Periodic impact analysis
- ESG Research activities
- Manage resources and staff

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 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: 23 September 2025

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