

13 August 2024

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 (Sustainability)**
- ***Job Grade: D1-D5**
- **Ref:ESGAS130824**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

To ensure commitment to ESG performance, sustainability and climate action. This position is focused on assisting with developing, integrating, implementing, and managing initiatives that address and enhance climate change and sustainability. The role aims to strengthen PIC's position as a leader in sustainability by not only complying with relevant regulations but also excelling in responsible investment, thereby enhancing the company's reputation and contributing to sustainability.

The ESG Associate: Sustainability will play a crucial role in fostering a culture of sustainability within the organisation, engaging stakeholders, assessing risks and promoting awareness of sustainability and climate change issues, ultimately helping PIC achieve its long-term climate change, sustainability and ESG objectives.

Requirements:

Minimum Requirements:

- ESG related (Environmental, Governance or Social) Honours degree

- At least 5-7 years' experience with direct experience in sustainability and climate change
- Must have demonstrable experience in sustainability analysis and sustainable finance
- Must have experience in conducting analytical work related to climate change adaptation, resilience, and mitigation issues
- Must have experience developing sustainability and climate change strategies and policies with an understanding of how these are integrated into business processes
- Must have experience in monitoring, measurement, and disclosure of Sustainability KPIs
- Must have experience working with large data, data management and data analytics

Minimum Technical/Core Skill Requirement

- Strong understanding of governance issues related to sustainability and climate change within financial institutions
- Experience in quantifying carbon footprints
- Experience in quantifying climate physical and transition risks and opportunities
- Experience developing sustainability monitoring, reporting and evaluation frameworks and tools
- Strong understanding of sustainability and climate change within the South African and Global context
- Technical expertise in understanding international best practice in terms of sustainability standards, particularly in reporting and monitoring
- Understanding of the role of carbon credits, RECs and application strategies
- Understanding integrating sustainability and climate change into business processes
- Excellent communication and presentation skills
- Good understanding of sustainable financial instruments
- Working knowledge of BBBEE issues
- MS Office proficiency

Preferred Body / Association:

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

Preferred Qualifications and Technical/Core Skill Requirements

- Relevant Master's degree – MSc, MCom, MPhil, MBA, or other
- Experience in sustainability assurance – i.e. auditing sustainability indicators

- Have strong quantitative and qualitative analytical expertise and demonstrate ability to apply this to strategic investment decisions and innovative climate-financed solutions
- Experience in investments/financing sustainability projects
- Experience with frameworks such as PCAF, TPT and the SBTi and best practice reporting standards

Duties:

- Assisting in the development and execution of sustainability and climate change strategies and programmes
- Conducting research on sustainability and climate change trends, best practices, and emerging technologies
- Supporting the preparation of sustainability and climate change reports, presentations, and communication materials for internal and external stakeholders
- Monitoring and evaluating the effectiveness of sustainability and climate change programmes and recommend improvements
- Staying informed about relevant environmental laws, regulations, and sustainability industry standards
- Collaborating with cross-functional teams to integrate climate change mitigation and adaptation practices into business operations.
- Engaging with employees, clients, and partners to promote sustainability and climate change awareness and initiatives.
- Conducting and facilitating training on sustainability and climate change matters

Competencies and skills:

- Excellent Written & Verbal Communication
- Stakeholder Management
- Trust and accountability
- Commercial Business Acumen
- Achievement Orientation
- Leading and Empowering Others
- Strategic and Innovative Thinking
- Teamwork & Cooperation
- Training

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: 21 August 2024

*** 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 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.*