

17 March 2026

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 (Unlisted)**
- ***Job Grade: D1-D5**
- **Ref: ESGAU170326**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

To ensure that ESG principles, plans and issues are adopted in the investment decision-making process and to enforce compliance in line with the approved ESG governance framework.

Requirements:

Minimum Qualifications and experience:

- Relevant Honours degree
- MBA/ MBL advantageous
- At least 5 years' experience in an ESG role

Preferred Qualifications:

- Diploma in Company Direction
- MBA / MBL or relevant qualification
- Understanding of the 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

- Corporate governance
- Social impact assessment and reporting (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

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
- Train and supervise ESG Analysts
- Periodic impact analysis
- ESG Research activities
- Manage resources and staff
- Environment, Social, Governance and Transformation (ESGT) Research and Engagement
- Analysis of Companies on their ESGT performance and the management of their respective ESG risks and opportunities
- Conducting engagements with companies on ESGT issues
- Supporting and developing tools and frameworks for the effective integration of ESGT analysis into the investment process
- Contributing to PIC ESG thought leadership, research analysis and integration
- Contributing to the long-term goal of improved stewardship and sustainability of investee Companies

Competencies and skills:

- Excellent communication (oral and written) and presentation skills
- Interpersonal skills
- Planning, organising, and reporting
- Attention to detail
- Strong research and analytical skills
- Ability to deal with high volumes of work
- Creativity, flexibility and proactivity, and enjoy cooperation with diverse teams
- High degree of self-reliance, independent working style and sense of responsibility
- Entrepreneurial and business-oriented mindset, and the ability to process information in a comprehensive and conclusive manner
- Numerate and analytical thinker

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: 24 March 2026

*** 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 follow the link to apply for this vacancy; [Job Application: ESG Associate \(Unlisted\)](#)
[\(Ref: ESGAU170326\) – Fill out form](#)

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.*