

14 February 2024

The Public Investment Corporation (PIC) manages investments on behalf of the Government Employees Pension Fund, Unemployment Insurance Fund, Compensation Fund and other public sector entities. The organisation is one of the largest investment managers in the country and on the African continent. Applications are invited from dynamic individuals for the following challenging position:

Position: ESG Associate (Unlisted)

Job Grade: *D1-D5

(REF No: ESGA140224)

Salary: All-inclusive remuneration package negotiable

Centre: Public Investment Corporation, Pretoria

Minimum Qualifications:

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

Preferred Qualifications:

- Diploma in Company Direction
- MBA/ MBL or ESG related Masters qualification (advantageous)

Preferred Body / Association:

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

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 to the development of the ESG strategy
- Implementation of ESG Strategy

- 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
- 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.
- Inputs into Client Reporting
- Inputs into ESG Stewardship Reporting.

Behavioural Competencies:

- 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

The PIC assets under management are nearly R2.6 trillion across listed and unlisted investments. The firm prides itself in its diversity, excellence, and a commitment to contribute positively to society in all its activities. The PIC offers unparalleled exposure to investment markets, industries, sectors and is globally recognised as a leading investment firm when it comes to Responsible Investing. If you are dynamic, resilient, agile, disciplined and are committed to making a difference - we look forward to your application.

Closing Date: 21 February 2024

PIC is an equal opportunities employer and as such appointments will be done in line with PIC's Employment Equity Plan.

Please forward a copy of your comprehensive CV quoting "ESGA140224" to Recruitment6@pic.gov.za

*** Grade range is from D1-D5 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). You are free to withdraw your consent at any time, after which, PIC may no longer be able consider your job application.