

**5 May 2021**

**The Public Investment Corporation (PIC) invests funds on behalf of public sector entities including the Government Employees Pension Fund. The organisation is the largest investment manager in the country and the continent. Applications are invited from dynamic individuals for the following challenging position:**

**Position: ESG Associate: Unlisted**

**Ref: (ESGA004)**

**Division: Investment Management**

**Job Grade: D1 – D5**

**Salary:** All-inclusive remuneration package negotiable

**Centre:** Public Investment Corporation, Pretoria

**Requirements:**

- Relevant Honours degree
- MBA/ MBL advantageous
- At least 4-5 years' experience in an ESG role
- Understanding of Investments/ Investment policy and active ownership will be advantageous

**Preferred Qualifications:**

- MBA / MBL will be advantageous
- Understanding of Environmental, Social and Governance legislative framework
- Understanding of Corporate governance and its principles
- Understanding of how ESG related principles are incorporated into investments
- Understanding dynamics of various investment sectors

## **DUTIES: STRATEGY, REPORTING AND PLANNING**

### **FINANCIAL:**

- Conduct internal ESG due diligence.
- Conduct internal impact assessment.

### **BUSINESS PROCESS:**

- ESG Portfolio monitoring strategy
- Monitor and ensure adherence to ESG practices and ESG plans.
- Provide input on ESG reporting requirements
- Develop and implement ESG due diligence questionnaires and guidelines.
- Develop knowledge management at deal level
- Develop ESG knowledge management process
- Develop and implement knowledge management tools

### **CUSTOMER:**

- Work with PIC clients in developing ESG policy, guidelines and frameworks
- Prepare and present ESG outcomes on portfolio companies
- Ensure ESG issues are built into investment decision-making process
- Ensure timeous reporting to the clients

### **LEARNING AND GROWTH:**

- Training deal teams on ESG issues
- Train investee companies on ESG issues
- Develop and implement knowledge management process on ESG matters

### **LEVEL OF COMPLEXITY**

- The position requires sound working knowledge of social impact metrics; summative and formative evaluations of social impact; a solid understand and working experience in ESG issues. PIC is a signatory to the UNPRI and, therefore, ESG matters are gaining prominence.

### **LEVEL OF DECISION MAKING**

- The incumbent will be required to contribute to the investment decision-making process take decisions when there is non-compliance from the investee companies on ESG issues

**Competencies and skills:**

- Corporate governance
- Social impact assessment (summative and formative)
- Portfolio monitoring
- ESG due diligence experience
- Working knowledge of BBBEE issues
- Good Understanding of ESG principles
- Good Writing and verbal communication skills
- Research skills
- Detail orientation
- Numerate and analytical thinker
- Ability to conduct research and analysis
- Good understanding of capital markets and the investment management industry
- Self-starter and ability to take initiative
- Good presentation skills

**With the PIC having topped the R2 trillion marks in assets under management and in the process of entering the global investment market, it is the best asset manager any serious professional would want to be associated with. It is also one of the better places from which one can serve South Africa.**

**Closing Date: 12 May 2021**

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

**Please email a copy of your comprehensive CV to [Recruitment1@pic.gov.za](mailto:Recruitment1@pic.gov.za)**

**\* Grade range is from D1- D5 commensurate with applicable minimum requirements**