

10 June 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 Specialist (Unlisted)**
- ***Job Grade: D3-D5**
- **Ref: ESGS100624**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

To contribute to ESG frameworks ensuring relevance and 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. Contribute to the long-term goal of improved stewardship and sustainability of investee Companies

Requirements:

Minimum Qualifications:

- Relevant Master's degree – MSc, MCom, MPhil, MBA, or other
- At least 5-7 years experience specifically in an ESG role

Preferred experience:

- Experience in Investments /financing-related projects
- Understanding of financial instruments
- Deep understanding of sustainability, governance, environmental, and social legislative frameworks, standards and/or principles

- Experience in policy formulation and dialogue in complex environments
- Experience in developing Environmental and Social Impact Assessment reports.
- Have strong quantitative and qualitative analytical expertise and demonstrate the ability to apply this to strategic investment decisions and solutions;

Minimum Technical/Core Skill Requirement

- Corporate governance
- Social impact assessment (summative and formative)
- Thorough understanding of financial markets and instruments
- Portfolio monitoring
- ESG due diligence experience
- Working knowledge of BBBEE issues
- Good Understanding of ESG principles
- Excellent Writing skills
- Excellent verbal communication skills
- Research skills - Prepares complex or tailored reports, gathers information from a variety of sources, analyses and includes in a report
- Good presentation skills, is confident when talking to large, high/senior level audiences
- MS Office proficiency

Duties:

- Contribute to the Strategy development and implementation
- ESG due diligence on transactions – pre and post
- Active Portfolio monitoring of ESG plans and issues
- Active Engagement on ESG concerns
- 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
- Undertake and compile ESG Research activities and opinion pieces
- Upholding the PIC values, standards and policies
- Management of the performance, development and engagement levels of the team
- Analysis of Companies on their ESG risks, performance and the management of their respective ESG risks and opportunities
- Conducting engagements with companies on ESG issues
- Supporting and developing tools and frameworks for the effective integration of ESG analysis into the investment process
- Reporting on ESG performance
- Contributing to PIC ESG thought leadership research analysis and integration

Competencies and skills:

- Achievement Orientation
- Customer Service Orientation
- Leading and Empowering Others
- Strategic and Innovative Thinking
- Teamwork and Cooperation
- Ability to communicate complex issues in both spoken and written form.
- Strong detail orientation
- Numerate and analytical thinker
- Good understanding of capital markets and the investment management industry
- Self-starter and ability to take initiative
- Proactively manages relationships, preventing or resolving any conflict
- Stakeholder management
- Commercial Business Acumen

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: 17 June 2024

*** Grade Range: The grade range for this position is from D3-D4, 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 to: Recruitment6@pic.gov.za, Please quote the role reference number in the subject line.

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.