

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 Specialist: Unlisted

Division: Investment Management

Job Grade: D3 – D5

(Ref: ESGS004)

Salary: All-inclusive remuneration package negotiable

Centre: Public Investment Corporation, Pretoria

Requirements:

- Master's degree in the ESG related field or related qualification
- Experience on ESG integration will be advantageous
- Understanding of Investments/Investment policy and active ownership will be advantageous
- At least 4+ years' experience in a ESG role
- Experience in a leadership role and demonstrated supervisory capacity will be advantageous
- Corporate governance, ESG, Responsible investing, Capital markets

Preferred Qualifications:

- MBA/MBL will be an added advantage
- Knowledge of rule of law, justice, investment processes, applicable legal requirements to ESG, complemented by ability to undertake research and analysis
- Knowledge of local and international principles relevant to investment processes
- Strong analytical, communication skills, including ability to produce high-quality practical advisory reports and knowledge products;
- Clear understanding and experience of policies and procedures for corporate governance and Business integrity

- Experience in formulating and development of technical hypothesis that will inform position papers on ESG issues
- Innovative approaches/experience on how to improve ESG sustainability within the investee companies.

Preferred Body / Association:

- Institute of Directors,
- Chartered Institute of Secretaries,
- IAIA (SA) – International Association for Impact Assessments (South Africa),
- Or registered with a professional body.

DUTIES: STRATEGY, REPORTING AND PLANNING

FINANCIAL:

- Conduct internal ESG due diligence.
- Conduct internal impact assessment.
- Manage ESG performance monitoring.
- Supervise ESG Due Diligence.

BUSINESS PROCESS:

- ESG Portfolio monitoring strategy
- Monitor and ensure adherence to ESG practices and ESG plans.
- Provide input on ESG reporting requirements
- Development and implementation of ESG Standard Operating Procedures
- 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:

- Assist 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 PIC clients and external stakeholders

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 on sustainable investments, impact investments, 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)
- Environmental Impact Assessment (NEMA Compliance)
- ISO14001 Environmental Management Systems
- Portfolio monitoring
- ESG due diligence experience
- Working knowledge of BBBEE issues
- Good Understanding of ESG principles
- Good Writing and verbal communication skills
- Research and analytical skills
- Detail orientation
- Numerate and analytical thinker
- Good understanding of capital markets and the investment management industry
- Self-starter and ability to take initiative
- Good presentation skills
- Leadership skills
- Strong interpersonal skills
- Absolute personal and business integrity

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

*** Grade range is from D3-D5 commensurate with applicable minimum requirements**