

05 June 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 and largest investment managers in South Africa and the rest of the African continent, with current assets under management at over R3.5 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: Senior Analyst: Performance & Attribution**
- ***Job Grade: D3 - D5**
- **Ref: SAPPCO004**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

Purpose of the role:

To deliver accurate performance measurement, attribution, and reporting for PIC portfolios.

Requirements:

Minimum qualifications and experience:

- Postgraduate degree in commerce, science or any related equivalent qualification.
- CFA, CIPM and/or equivalent advantageous.
- 5 - 8 years relevant experience.
- FAIS RE 05 certification or must be obtained within 6 months of employment.

Duties:

- Perform and manage data reconciliation between source systems and performance measurement and attribution systems.
- Oversee integrity and completeness of performance data across systems (e.g., StatPro/Revolution, HiPortfolio, or equivalent), in collaboration with accounting, valuation, and investment teams.

- Calculate and validate time- and money-weighted returns (IRR) for unlisted portfolios, while monitoring performance and attribution across PIC's investment portfolios.
- Measure and report portfolio performance against stipulated benchmarks on a monthly and quarterly basis.
- Conduct in-depth analysis of portfolio performance drivers across listed and unlisted investments, including attribution, vintage, sector, asset class performance, and fund manager returns.
- Provide insights into portfolio trends, risk-return characteristics, and benchmarking outcomes.
- Produce and present monthly, quarterly, and annual performance reports for internal and external stakeholders.
- Maintain and enhance performance models for listed and unlisted/alternative portfolios.
- Implement performance and attribution management practices within PIC and monitor compliance with mandates and policies.
- Ensure strict adherence to governance frameworks, internal controls, and audit requirements while supporting Global Investment Performance Standards (GIPS) compliance and verification processes.
- Lead, mentor, and develop graduates and analysts in performance and attribution.

Competencies and skills:

- Ability to work in a highly pressurized environment.
- Pro-active and strategic thinking.
- Performance and Attribution skills.
- Financial Industry knowledge and experience.
- Valuation techniques.
- Compliance management.
- Financial & Accounting knowledge.
- Risk management.
- Information Systems knowledge.
- Need a basic understanding of the macro environment and the inter-relation between various disciplines and its impact on portfolio performance.
- Moderately technical environment.
- Problem-solving skills.
- Attention to detail.
- Creativity and Innovation.

- Good communication skills both verbal and written.

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: 19 June 2026

***Grade Range: The grade range for this position is from D3 – D5, 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, quoting the position reference number, to:
Recruitment4@pic.gov.za

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.