



MAHLAKO
BALANCING GROWTH

We're Hiring

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG)



The Associate for Environmental, Social and Governance (ESG) is responsible for overseeing and evolving the environmental, social and corporate governance practices across the company and portfolio of investments. The Fund Manager, Fund and its portfolio companies are required to be socially and environmentally sustainable and comply with nationally and internationally recognized best practices.

The role reports to the Fund Principals and will work closely with internal and external stakeholders to achieve the policy goals of the company with regards to ESG best practice and standards.

KEY RESPONSIBILITIES:

The ESG function will be responsible for the following:

Policy development (Main focuses: Environmental, Social, and Governance) including:

- Monitoring and maintenance of policies to ensure they remain compliant with the fund's objectives, and in line with best practice;
- Setting company and fund targets in line with policy objectives and investor requirements;
- Ensuring the entire team is aware of and understands the company's policies, project-specific requirements, and has the necessary commitment and capacity to manage social and environmental impacts and risks;
- Steering the company into a market leading position in relation to impact investing and ESG practices.

Due diligence in respect of potential investments (Main focuses: Environmental, and Social impacts)

- Oversight of risk identification process and scoping of work to be procured from external specialists;
- Guidance on mitigation measures for material risks identified;
- Ensuring ESG performance targets at the portfolio company level are consistent with fund targets;
- Advising on contracting strategies to ensure appropriate risk allocation and risk management at the portfolio company level.

Portfolio monitoring (Main focuses: Environmental and Social performance)

- Designing and implementing a fit for purpose data acquisition tool in respect of environmental and social performance at the portfolio company level;
- Monitoring and tracking environmental and social performance at the portfolio company level, including oversight of key risks identified in the due diligence phase and ensuring adequate performance against fund targets.

Reporting and thought leadership (Main focuses: Environmental and Social performance):

- Maintenance of fund and portfolio company ESG performance database;
- Review and evaluation of data being reported by portfolio companies;
- Reporting to investors in line with the fund's contractual obligations;
- Communication of the company's ESG performance to industry stakeholders through various forms of media (e.g. news platforms, research reports, conferences, speaking engagements, etc.)

RELEVANT DEFINITIONS:



Environmental performance: Measurable outcomes related to policy objectives and the management of risks in investment portfolios in relation to amongst others, the following:

- Protection of ecosystems and biodiversity;
- Sustainable resource consumption;
- Pollution prevention; and
- Percentage of financing dedicated to green or sustainable projects.

Social performance: Measurable outcomes related to policy objectives in relation to amongst others, the following:

- Fair employment and labour practices.
- Provision of safe and healthy working conditions.
- Achieving net positive impacted community outcomes including job creation, avoidance of resettlement where feasible, socio-economic development and enterprise development initiatives.
- Protection of indigenous peoples and cultural heritage sites.



Governance performance: Measurable outcomes related to policy objectives in relation to amongst others, the following:

- Accountability and transparency in decision making
- Fair compensation practices;
- ESG practices and reporting standards; and
- Effective risk management.

EXPERIENCE AND CORE COMPETENCIES

- A relevant University degree.
- 2 - 4 years relevant ESG professional and technical experience.
- Appropriate professional registration or certification essential.
- Understanding and working knowledge of UNPRI, Equator Principles, IFC Performance Standards, IFC EHS Guidelines, SFDR, ILO, UN SDGs and any other relevant ESG performance standards.
- Exposure to ESG aspects associated with capital intensive infrastructure projects (Thermal power, renewable energy, oil and gas, roads, ports etc.).
- Experience in implementing and monitoring environmental and social management plans on construction and operational sites.
- Ability to manage third party consultants (Set terms of reference, review proposals, make appointments, manage budgets and performance).
- Ability to critically review data and integrate information.
- Ability to present information in a written and/or verbal form, in a concise and effective manner.
- Fluent in English, proficiency in other languages is beneficial.

PERSONALITY & ATTRIBUTES

- Flexible & dynamic - Self-motivated, results-driven, ability to deal with change.
- Excellent intellectual & conceptual abilities
- Resilience
- Excellence orientation (Concern for high-quality work) - Follow through; the motivation to ensure the highest standards of quality and productivity are consistently maintained.
- Invests high levels of energy in work.

The successful candidate for this position will enjoy working with a market leading team in the infrastructure financing and advisory industry, and work on the redevelopment of South Africa's core infrastructure.

Application Details:

Applications must be sent to: careers@mahlako.co.za

Only shortlisted candidates will be contacted.