

IGRAVITY IS LOOKING FOR A SENIOR INVESTMENT ASSOCIATE

THE ROLE IS BASED EITHER IN NAIROBI, DAR ES SALAAM, OR MAPUTO

About iGravity - iGravity is a specialized impact investment management and advisory firm committed to building a more equitable and sustainable financial system. We design and manage blended finance solutions that support local enterprises, delivering strong financial returns and meaningful social and environmental impact for both institutional investors and philanthropic partners.

iGravity works with development organizations across the investment lifecycle — from early-stage strategy and innovative finance design to the development of robust Impact Measurement & Management (IMM) systems. On the investment side, we manage private debt strategies focused on emerging markets. Our portfolio includes direct debt investments in local SMEs, as well as investments in local funds and private notes, all guided by clearly defined impact lenses and return expectations.

As part of our mission to channel catalytic capital to high-impact enterprises, we manage Impact-Linked Funds (hosted by the Impact-Linked Finance Fund) on behalf of development agencies and philanthropic organizations. These funds provide high-impact SMEs in emerging markets with concessional, outcome-based financing.

To support our scaling strategy and geographical expansion into new markets, we are seeking a dynamic and experienced investment professional to join as a **Senior Investment Associate** to execute dedicated impact-linked finance transactions within our growing portfolio across different Impact-Linked Funds.

Your role

We are looking for a Senior Investment Associate to be based in either Nairobi, Dar es Salaam or Maputo to contribute to the Advisory team's impact-linked finance strategy, with a particular focus on executing impact-linked loans and impact-incentive payments across Sub-Saharan Africa. Among others, the Senior Associate will be responsible for:

- **Conducting research (including both qualitative and quantitative analysis) of prospective portfolio companies**, which will include the interpretation and analysis of financial statements, business plans, and other related documents;
- **Conducting comprehensive due diligence processes**, including operational, commercial, and impact assessments and synthesizing findings into actionable investment recommendations;
- **Leading the drafting of investment memorandums** regarding prospective investee businesses overall strategy, strengthens and weaknesses, and assessments across a wide range of subjects and including financial modeling and scenario analysis;
- **Leading the structuring and execution of investments**, including **negotiating financial and impact terms with investees and finalization of legal documentation** with in-house and external legal counsel;
- **Presenting key findings and recommendations to the Thematic Investment Committee**, composed of representatives of the funders and other stakeholders;
- **Contributing to monitoring portfolio investments**, including investee financial and impact performance and keeping reporting to shareholders up to date.

Who you are

We are looking for an independent team player with proven work experience in impact investing and especially managing private debt or private equity transactions, ideally with a development angle. Key attributes / skills for this exciting role are:

- **At least 5 years of prior work experience in SME lending, credit analysis, or investment roles with a focus on debt products, preferably in emerging markets or impact investing contexts;**

- **Proven experience in credit assessment, loan structuring, and debt product design**, including covenant structuring, collateral evaluation, and cash flow-based underwriting;
- **Bachelor's degree** with a focus on business administration, international development and/or finance - CPA/ACCA (Level 2) or CFA (Level 1) is an added advantage;
- Demonstrable experience in **understanding and interpreting financial statements**, building financial models focused on debt servicing capacity, and drafting investment memorandums and supporting documentation;
- Experience in SME lending within emerging markets with strong experience in **climate resilience and food systems**, incl. climate-smart agriculture, renewable energy, waste management, and nutrition;
- Analytical skills, both financial and business (SWOT and PESTLE), and **experience using a variety of risk, social, and environmental impact assessment tools**.

In addition, you may bring:

- The ability to **organise your own time** and tasks, including taking responsibility while keeping a **transparent and open dialogue with your team** across national borders;
- Strong **analytical capabilities**, including the ability to process large amounts of information and data from multiple sources and **mediate key messages and findings clearly** to the target audience;
- Convincing **communication skills**, with full proficiency in English and mastering MS Office (Excel, Word, PowerPoint, and SharePoint). Proficiency in **French and/or Portuguese** is a plus.

Who you will work with

You will work closely with **Luiana Temba**, Advisory Manager and Head of iGravity Kenya, and **Susan Tirop, Co-Head of Investments**. You will become part of a dynamic team and organisation with colleagues in Zurich, Kampala, Nairobi, Milan and Bogotà.

How we work

Our working style is flexible and collaborative; we highly appreciate the benefits of being and working together both digitally and physically, therefore, we expect to meet at the workspaces in Nairobi at least two times a week (if based in Nairobi).

How to apply

If you are passionate about impact investing, we truly look forward to **receiving your CV and concise cover letter** at luiana.temba@igravity.net by January 31, 2026 the latest. Please state 'Senior Investment Associate' in the e-mail header.

In your cover letter, please indicate:

- **why** you are interested in the position and **how** you can contribute to the team,
- **where** you would need more support and guidance,
- **salary expectations, ideal start date and preferred location of work**, and
- **three examples** of your work in impact investment.

Only applications addressing the points above will be considered. Please note that for this position we can only consider candidates that **are either citizens of Kenya, Tanzania or Mozambique, or hold a valid working permit**.

We are highly committed to continuously improving the diversity, equity, and inclusion in our candidate and employee experience. We encourage you to **indicate if and how we can accommodate your needs during the application process**, which will consist of a home-based test (1-2 hours) as well as a virtual and, if possible, in-person interview.