iGRAVITY

iGRAVITY IS LOOKING FOR A RECOVERY & SPECIAL SITUATIONS SPECIALIST
THE ROLE IS BASED IN KAMPALA, UGANDA

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.

We are seeking a Kampala-based Recovery & Special Situations Specialist to manage distressed SME loan workouts, enforcement, and collateral recovery across frontier markets in Sub-Saharan Africa, MENA, and Latin America.

This role owns the full lifecycle of distressed and non-performing exposures once standard restructuring efforts have been exhausted, including coordinating multi-lender processes, realizing collateral, negotiating settlements, and managing litigation and enforcement where necessary, across a portfolio of secured and unsecured loans to SMEs operating in frontier markets. Throughout, the role leads these efforts working in close partnership with the investment team, the in-house legal team and external counsel to drive contentious problem loans through to resolution and the recovery of sums due.

Your role

The Recovery & Special Situations Specialist will play a key role in the Investments team with the following tasks:

1. **Distressed Portfolio Management**
   - Take ownership of accounts once classified as non-performing or unresolvable through standard restructuring, developing a recovery strategy tailored to each borrower's situation.
   - Assess borrower viability vs. liquidation value of collateral to determine optimal recovery path.
   - Maintain an active recovery pipeline and tracker, with regular reporting on status, expected recovery rates, and timelines.
2. **Collateral & Security Realization**
   - Lead enforcement processes on secured assets “land/real property, machinery/equipment, and receivables” including valuation, repossession, and disposal strategy in each jurisdiction.
   - Coordinate with local counsel, auctioneers, valuers, and asset recovery agents to maximize realizable value.
   - Assess perfection and enforceability of security interests taken at origination and flag structural weaknesses for future deal structuring.
3. **Multi-Lender & Inter-Creditor Coordination**
   - Support in Inter-Creditor Agreement (ICA) discussions, coordinating recovery strategy with co-lenders, senior/subordinated creditors, and DFIs.
   - Manage relationships with syndicate partners and co-financiers through the recovery process, balancing collaboration with protection of fund interests.
4. **Litigation & Legal Enforcement**
   - Evaluate cost-benefit across legal and recovery options to recommend the optimal strategy.
   - Liaise with the in-house legal team to align on enforcement priorities and the allocation of work to external counsel.

- Coordinate external legal counsel across jurisdictions on debt recovery litigation, insolvency/receivership proceedings, and enforcement actions.
- Drive enforcement of rights under loan documentation, including identifying events of default, issuing demand and enforcement notices, and pursuing contractual remedies.

5. **Negotiated Workouts & Settlements**
   - Assist in negotiation of settlement agreements, standstills, and revised repayment terms where a negotiated resolution is deemed optimal.
   - Engage directly with distressed borrowers, often in adversarial or high-tension circumstances, exercising sound commercial judgment and professionalism throughout.
6. **Reporting, Provisioning & Governance**
   - Support provisioning assessments on recovery expectations and collateral valuations.
   - Prepare reports on recovery cases, write-offs, and settlement recommendations.
   - Track developments across the problem-loan portfolio and report regularly to the internal Risk Committee and provide opinions and recommendations to the Committee in line with our internal approval processes at company and facility levels.
   - Maintain documentation of recovery actions, legal correspondence, and decision rationale.

Who you are

Key attributes/skills for this exciting role are:

- **Legal, finance, or credit qualification (law degree, CPA/ACCA/CFA, or equivalent).** A legal background is welcome but not required; candidates without formal legal training must bring a sound technical understanding of financial and credit management, credit analysis, and recovery modelling. Substantive recovery experience takes priority.
- **Fluency in English required;** French a strong advantage given West African exposure.
- **Strong grasp of secured transactions law, insolvency regimes, and enforcement mechanics** across relevant jurisdictions.
- **Sound understanding of legal processes** and the technicalities of contract and collateral enforcement, with the ability to work effectively alongside in-house and external lawyers and to challenge legal advice in light of commercial considerations.
- **Commercially pragmatic negotiator,** able to hold a firm position in difficult or adversarial discussions.
- **High tolerance for ambiguity and protracted timelines**; resilience in adversarial and sometimes hostile borrower engagements.
- **Financial analysis skills**: recovery modeling, collateral valuation assessment, settlement NPV comparisons.
- **Excellent written skills** for reporting and legal instructions.

Who you will work with

You will report to **Susan Tirop**, Co-Head of Investments (Nairobi Office), and work closely with **Priscilla Busulwa**, General Counsel/Head of Uganda (Uganda Office). You will become part of a dynamic team with colleagues in Zurich, Kampala, Nairobi, Milan, and Bogotá.

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 Kampala at least two times a week.

How to apply

If you are passionate about impact investing, we truly look forward to **receiving your CV and concise cover letter** at recruiting@igravity.net. Please state '**Recovery & Special Situations Specialist'** 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, and ideal start date,
- **two examples** of relevant work experience for this position.

Only applications addressing the points above will be considered. Applications will be reviewed on a rolling basis until the position has been filled. Please note that for this position, we can only consider candidates that **are citizens of Uganda or hold a valid working permit of at least 12 months from the start of the term**.

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 two virtual/or in-person interviews.