

# FUTUREGROWTH

/ ASSET MANAGEMENT

December 2022

## **FUTUREGROWTH ASSET MANAGEMENT IS RECRUITING!**

We have an exciting opportunity available for a **Sustainable Investment Analyst** position in our Credit and Equity team.

*Futuregrowth is committed to transformation. A strong preference will be given to suitably qualified previously disadvantaged candidates.*

*Futuregrowth is also committed to becoming a fully COVID-vaccinated company. Therefore, a strong preference will be given to COVID-vaccinated candidates.*

### **Sustainable Investment Analyst**

**Are you passionate about Responsible and Sustainable Investing and seeking a rewarding career in fiduciary asset management?** Do you want to be part of a team that develops and implements ongoing improvements in the areas of non-financial analysis (ESG), sustainability and impact investing? Do you have strong communication, organisational and interpersonal skills? Are you a self-starter, detail-oriented and adaptable, with a strong ethical base? Then this position might be for you!

### **Who is Futuregrowth?**

Futuregrowth has been South Africa's leading Fixed Income manager for more than 20 years, with around R193 billion of client assets under management (as at 31 December 2021). We manage a range of fixed interest and development funds and play a leadership role in the asset management industry in South Africa. We are committed to investing our clients' funds in a responsible manner, with the interests of our clients always coming first. Futuregrowth is based in Cape Town and is operating with a hybrid working model: 80% from the office and 20% remotely.

### **Purpose of the position**

This role falls within our Credit and Equity team. As part of the team, the successful incumbent will be required to provide specialist support both within the investment process and to other teams in the business, and to represent Futuregrowth in the industry as a spokesperson on Responsible and Sustainable Investment practices.

### **Key responsibilities of the position**

#### **1. Assisting with improvements, enhancements, and the implementation of changes within the Responsible and Sustainable Investment capabilities and processes.**

This includes:

- Integration of non-financial analysis into the investment process and maintaining both fund and client impact reporting;
- Providing support in integrating non-financial analysis into the investment analysis, decision, review, and reporting process, and enhancing the existing processes; and
- Delivering technical expertise relating to:
  - Climate focus: providing support in implementing the climate strategy across a wide range of focus areas (climate risk analysis and frameworks).
  - Maintaining the Task Force on Climate-related Financial Disclosures (TCFD) framework implementation and reporting.

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## **2. Maintaining the existing impact management, monitoring and reporting process.**

This includes:

- Engaging investee companies and fund partners to measure, report and maximise the positive impact of all investments;
- Leading and developing a concise, distinctive, credible, and verifiable impact thesis for each investment, which, together with the investment analysis, results in an assessment of the risk and impact outcomes;
- Continuing to enhance and develop our internal range of impact metrics; measurement frameworks to support alignment to the NDP and SDGs; on a wide range of general areas (such as governance, carbon emissions, gender issues) and specific areas (such as social impact and job creation);
- Contributing to the quarterly, bi-annual and annual Fund impact reports; and
- Reporting to clients on the impact of their investments.

## **3. Stewardship and non-financial reporting: Reporting to clients on the integration of their portfolios.**

This includes, but not limited to the following:

- Client stewardship;
- Non-financial (ESG); and
- Proxy voting reporting.

## **4. Keeping up to date with new developments, contributing to investment papers and participating in credit and investment-related committees and meetings.**

## **5. Supporting the Portfolio Managers and Business Development team with client meetings, report-backs and new business presentations relating to all areas of Responsible Investing.**

## **6. Assisting with client queries, questionnaires/surveys relating to all areas of Responsible Investing.**

## **7. Delivering leadership across the investment industry by participating in and representing Futuregrowth at relevant industry forums relating to Responsible Investing practices.**

## **8. Building partnerships and creating new alliances with key stakeholders relating to Responsible Investing.**

## **9. Domestic travel will be required.**

### **Knowledge and experience required**

#### **Skills, know-how and experience**

- Strong technical experience, including a focus on climate risk analysis and frameworks.
- Significant work experience, including direct experience in assessing and monitoring impact within the investment industry.

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- Alternatively, experience in similar roles in private sector development and/or assessing impact through strategic consulting is also welcome.
- Strong understanding of capital markets, private sector development and how to achieve development outcomes through private sector investment.
- Outstanding communication skills: the ability to describe complex development impact scenarios with accuracy and in a concise manner; and the ability to explain development impact to non-professionals and engage with stakeholders.

## **Technical/ professional qualifications**

Strong academic credentials. Preferably a Master's in Development Finance or Economics, or equivalent degree with a focus on environmental science (climate), sustainability, or similar.

## **Key behaviours and competencies**

- Integrity;
- Analytical thinking;
- Numeracy;
- Attention to detail;
- Judgement;
- Initiative;
- Excellent communication skills (including written and presentation skills);
- Strong relationship-building skills;
- Assertiveness, persuasiveness and confidence;
- Openness to constructive feedback;
- Excellent planning and organisational skills;
- Strong problem-solving skills;
- A thinker, not just a doer - always looking to improve things;
- Ability to work under pressure and to tight deadlines;
- High stress tolerance and resilience to challenging situations; and
- Curiosity and a willingness to learn.

## **Recruitment process and closing dates**

Selected candidates will need to attend a series of competency-based interviews/activities and a psychometric assessment.

## **Contact details**

Email: [careers@futuregrowth.co.za](mailto:careers@futuregrowth.co.za)