

POSITION: REGIONAL MANAGER – FREE STATE

DEPARTMENT: FREE STATE REGIONAL OFFICE

REPORTS TO: DIVISIONAL EXECUTIVE: SME AND RURAL DEVELOPMENT

Email CV to: recruitment@tianaconsulting.co.za
Closing date: 05 November 2025

Role Summary

The incumbent will serve as a senior investment professional responsible for leading the implementation of Organisation's mandate in the province. To manage the regional office operations while directly originating, assessing, structuring, and implementing investment transactions. In addition, this role requires a strong dealmaker with sound financial modelling and investment analysis capabilities, coupled with the ability to represent the Organisation in stakeholder forums, build strategic partnerships, and drive business development to achieve Organisation's developmental and investment KPIs. Lastly, this position is suited for an experienced Investment Associate or Senior Investment Associate who can operate independently, manage the end-to-end investment process, and provide leadership to a small regional team without necessarily having prior formal management experience.

Outputs

1. Deal Origination and Investment Execution

- Identify, originate, and structure commercially viable deals aligned with Organisation's mandate in the Free State.
- Assess new applications for commercial viability and eligibility against Organisation's investment criteria.
- Prepare investment proposals, including financial models, risk analysis, and investment motivations.
- Present deals to Organisation Committees (Investment and Credit) for approval.
- Ensure timeous implementation and disbursement of approved transactions within set turnaround times.
- Address Credit Risk queries and Legal structuring matters collaboratively with head office teams.
- Oversee post-approval implementation and handover to Post Investment for monitoring.

2. Pipeline Development and Business Growth

- Drive active deal flow generation within the province through stakeholder engagement, outreach, and business development.
- Work with municipalities, provincial departments, DFIs, and business chambers to source viable projects.
- Identify investment opportunities that contribute to job creation and provincial economic growth.
- Maintain a strong and quality pipeline that aligns with ORGANISATION's annual investment and empowerment targets.

3. Financial Analysis and Modelling

- Develop robust financial models to evaluate project feasibility, profitability, and repayment capacity.
- Conduct sensitivity and scenario analyses to support decision-making.

- Support valuations, pricing, and structuring of funding packages (debt, equity, or blended instruments).
- Provide quantitative and qualitative inputs for investment reports and presentations.

4. Regional Leadership and Office Management

- Oversee daily operations of the Free State Regional Office and ensure compliance with ORGANISATION policies.
- Provide guidance and mentorship to the regional analyst and administrator.
- Ensure high-quality deal screening, timely reporting, and effective client communication.
- Manage resources and workflows to meet turnaround time targets and organisational KPIs.
- Foster a results-oriented, collaborative regional team culture aligned with ORGANISATION's core values.

5. Stakeholder Management and Representation

- Represent the Organisation in provincial stakeholder meetings, investment forums, and development partnerships.
- Coordinate with provincial government, business associations, and local enterprises to promote Organisation offerings.
- Ensure alignment of provincial initiatives with Organisation's strategic priorities and transformation objectives.
- Promote Organisation's visibility through outreach programmes, SME workshops, and public engagements.

Experience / Skills Required

- Minimum 5 years' experience in investment analysis, deal structuring, or corporate finance.
- Proven experience in SME funding, venture capital, or development finance.
- Strong understanding of financial modelling, valuation, and credit risk analysis.
- Exposure to legal and transaction documentation (Shareholders Agreements, SPAs, etc.).
- Demonstrated ability to originate and close transactions independently.
- Experience engaging with government and development stakeholders preferred.

Qualification Requirements

- Bachelor's degree in Finance, Accounting, Economics, Investment Management, or related field.
- Postgraduate qualification (e.g., Honours, CFA Level 1, MBA) advantageous.

Personal Attributes/Behaviours/Attitudes

Key Competencies

- Strong deal-making and analytical skills.
- Advanced financial modelling and Excel proficiency.

- Excellent business writing and presentation ability.
- Ability to balance developmental and commercial imperatives.
- Sound judgment, integrity, and decision-making ability.
- Strong interpersonal and negotiation skills.
- Ability to lead and inspire a small team.
- Professional maturity and self-motivation
- Integrity and ethical conduct.
- Results-oriented and deadline-driven.
- Strategic and proactive thinker.
- Client-focused with a developmental mindset.
- Collaborative and adaptable.
- Professional representation of Organisation at all times.