Position: **Investment Associate**
Type: **12 months fixed-term contract**
Closing date: **6 November 2026**

Interested candidates should email CV to: recruitment@tianaconsulting.co.za

If you need more information about the position, please contact 011 431 1354, one of our Consultant will assist you.

Main Purpose

To source and execute deals, support business development as well as maintain client relationships.

Requirements:

- Graduate degree, preferably a BCom Accounting, CA, CFA or equivalent
- Minimum of 3 years' experience
- Deal structuring
- Project management
- A generalist in area in corporate finance with some experience in private equity

Key Performance Areas:

Business development/ transaction origination

- Support business development initiatives.
- Develop and maintain client's network and relationships
- Develop and maintain client portfolio to source transactions
- Consult with BEE groups, intermediaries, lending institutions and other stakeholders
- Explore opportunities for new investments through networking
- Actively participate in business development initiatives
- Contribute to the development of a business development strategy
- Start to build networks within BEE market
- On deal flow start to build reputation as an acknowledged/successful deal maker

Transaction execution

- Applies standard project management skills of resource utilization, process management independently but still needs advice / assistance on deal structuring techniques and negotiation skills
- Mobilize, coordinate and guide internal and external resources to appraise project/deals
- Manage and influence internal decision making and project processes to obtain investment approval
- Develop a broad knowledge of (of corporate finance/private equity macro environment, sector, specific transaction) to support team in identifying and recommending appropriate mitigation measures on key risk issues
- Partake in due diligence exercises, using approved processes and principles as outlined in the due diligence scope
- With assistance recommend, develop, negotiate innovative/optimum/appropriate finance and legal structures for each investment deal ensuring long term sustainability/ viability of the project to the benefit of the client and the NEF
- With assistance utilize knowledge of project deal structuring in compiling paralegal documents such as term sheets

- With assistance support negotiate with clients/co-financiers on an acceptable deal / project structure financial term, security to ensure successful deal closure
- With support oversee the finalization of legal agreements pertaining to the transaction/project

Other Key Competencies:

The candidate must demonstrate the following skills and attributes:

Technical Competencies

- Investment Structuring
- Corporate Finance
- Financial Modelling
- Commercial Analysis
- Risk Assessment
- Development Finance
- Portfolio Management
- Business Development
- Stakeholder Management
- Negotiation
- Performance Management
- Project Management

Behavioural Competencies

- Strategic Leadership
- Visionary Thinking
- Decision Making
- Influencing
- Relationship Building
- Problem Solving
- Innovation
- Change Leadership
- Customer Orientation
- Results Orientation
- Integrity