WE ARE NOW HIRING

Investment Associate x2

An exciting opportunity has arisen in Pre-Investment Unit for the following position (12 months fixed-term contracts), based in Head Office, Sandton.

Type: **12 months fixed-term contract**
Closing date: **12 November 2026**
Apply now: **Email CV to: recruitment@tianaconsulting.co.za**

Purpose of the Job:

To conduct structured preliminary technical, commercial, financial, compliance and risk screening of funding applications, strengthen investment readiness, and prepare well packaged opportunities for progression to the Funds and Regions. In addition, apply deal-making judgment to determine whether financial structuring is feasible and aligned with ORGANISATION risk appetite.

Requirements:

- Bachelor's degree in finance, Economics, Accounting, Engineering, Business or related field
- Postgraduate qualification (MBA/CFA/CA(SA)/equivalent) advantageous
- Minimum 4–7 years proven deal-making experience in:
  ✓ Corporate finance
  ✓ Private equity
  ✓ Investment banking
  ✓ Development finance
  ✓ Structured lending
- Demonstrated track record in:
  ✓ Financial modelling and valuation
  ✓ Structuring investment transactions
  ✓ Preparing investment committee memoranda
  ✓ Negotiating term sheets
  ✓ Identifying and mitigating investment risks.
  ✓ Market, technical and industry analysis to support investment decision-making.
- Prior deal execution experience is essential.

Key Performance Areas:

Eligibility and Mandate Assessment

- Assess applications against organisation mandate, product criteria and sector priorities
- Identify misaligned or non-fundable applications at an early stage
- Confirm strategic fit and developmental impact alignment
- Assess total organisation exposure and eligibility thresholds

Technical Assessment

- Evaluate the operational feasibility of proposed projects, including:
- CAPEX reasonability and alignment with project scope.
- Project implementation timelines and key execution milestones.
- Infrastructure readiness, including land, utilities, and logistics access.
- Supplier arrangements and input availability.
- Production capacity, scalability, and operational efficiency.
- Management and technical capability to execute the project.
- Compliance with sector regulatory requirements and permits.
- Technology suitability and operational processes (where applicable).
- Operational risks that may affect implementation or sustainability.
- Job creation projections and alignment with Organisation developmental objectives.

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Commercial and Market Assessment

- Assess industry outlook, market demand and competitive positioning.
- Evaluate pricing sustainability and business model resilience.
- Analyse route-to-market strategies and distribution channels.
- Validate demand through contracts, letters of intent or off-take agreements.
- Assess market concentration, cyclicality and seasonal risks.

Financial Assessment

- Develop and interrogate financial models to assess:
- Revenue and cost assumptions
- Contribution margins and break-even analysis
- Working capital adequacy
- Cash flow sustainability
- Debt service capacity (DSCR)
- Sensitivity analysis (base, upside and downside scenarios)
- Funding structure suitability
- Return indicators (ROI / IRR where applicable)

Compliance and Governance Screening

- Conduct preliminary compliance checks including PEP and delinquency screening.
- Verify legal entity status and ownership documentation.
- Identify potential conflicts of interest.
- Highlight governance weaknesses and regulatory gaps.
- Identify ESG and environmental compliance risks.
- Assess the applicant's (company and shareholders) existing exposure to organisation in relation to previously
- approved funding.
- Flag legal and regulatory gaps.

Risk Identification and Mitigation

- Identify key credit, operational and market risks
- Assess structural weaknesses in deal configuration
- Propose risk mitigation strategies prior to progression
- Ensure risk areas are clearly articulated for Fund-level due diligence

Deal Packaging and Recommendation

- Prepare comprehensive Pre-Investment screening reports.
- Structure transactions in accordance with ORGANISATION requirements and governance requirements.
- Ensure transactions are at least 80% investment-ready before referral.
- Ensure transactions are substantially investment-ready before referral.
- Present vetted transactions at internal pipeline forums.
- Provide recommendations on application outcomes.

Other Key Competencies:
The candidate must demonstrate the following skills and attributes:

- High ethical standards and integrity
- Strong work ethic and results orientation
- Resilience and ability to work under pressure
- Strong time management and organisational skills

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