

Position: Investment Associate x2
Type: Permanent
Closing date: 10 May 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.

Purpose of the Job:

To ensure the fund achieves its investment goals, customer service, business growth and client retention objectives by sourcing deals and managing the entire process from origination through to disbursement.

Requirements:

- B. Com Degree (Finance, Accounting, Agricultural Economics, Business Economics);
- Deal structuring and implementation.
- Financial modelling and Business valuation methodologies. Preferred
- CA and/or MBA with agriculture/acquisition transaction background.
- Minimum of 5 years' experience in deal making environment,
- Deal origination experience to source quality deals,
- Network building and use of professional relationship to yield a flow of quality leads,
- PC literacy and competency in Excel spreadsheet, MS Word and MS PowerPoint,
- Understanding of Organisation mandate and investment guidelines,
- Should possess good analytical and modelling skills and be able to apply Organisation's financial modelling methodologies,
- Business development and marketing of Rural Fund products.
- Should possess amongst other the following skills in order to be able to conduct due diligence exercise:
 - ✓ Accounting and/or auditing, law, tax.
 - ✓ Should be able to gather data from all relevant sources, including industry experts.
 - ✓ Be able to communicate at all levels and use interviews to gather data necessary in compiling investment reports.
 - ✓ Have good writing skills.
 - ✓ Be able to identify risks and recommend relevant risk mitigants.
 - ✓ Understanding of various investment instruments and be able to structure deals and to apply them in relevant investment circumstances.
 - ✓ Ability to negotiate terms and conditions of investment to minimize risk in each transaction.
 - ✓ Communication and presentation skills to present investment reports to various committees for approval

Key Performance Areas:

- Source deals, assess their viability and prepare submission report to the credit committee,
- Prepare submission to relevant committee for Due Diligence approval,
- Compile a Due Diligence work plan, negotiate a lending project term sheet and structure the deal to meet the client requirements, all under the supervision of the Investment Principal,
- Post DD approval conducts technical research and provide input on the deal structure,
- Maintain responsibility of the transaction, preparation of project appraisal to risk,
- Leverage funding structure that suits the client and minimises the Organisation exposure,
- Operate as the transactions leader and maintain accountability for managing all aspects of converting a transaction from application to final approval,
- Establish and manage relationships with clients, financial institutions, sector players and other counterparties for originating and sourcing of the deals,
- Product development: establish innovative structured finance solutions for clients,
- Analyse financial outcomes, define pricing strategy and development impact,
- Manage the funding process in conjunction with the legal and post investment department,

- Negotiate documentation or legal terms with all related internal and external stakeholders,
- Undertake the collection of project documents once the deal is approved by respective committees,
- Ensure the communication reaches the client once the deal is approved.

Other Key Competencies:

The candidate must demonstrate the following skills and attributes:

- Excellent interpersonal and emotional intelligence skills,
- Ability to work under pressure,
- Extremely detail-oriented,
- Proven technical research and analysis ability,
- Excellent drafting and presentation skills, must be highly organised and innovative with excellent written communication, planning skills, and demonstrate commitment to operational efficiency.