WE ARE NOW HIRING

Investment Analyst x3

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 provide support function to Investment Associates on all areas of transaction execution.

Requirements:

- Bachelor's Degree in: Finance, Accounting, Economics, Business Management, Engineering, Investment Management or related field.

Advantageous qualifications

- Honours or postgraduate qualification in Finance, Economics, or Investment Management.
- CFA Level I or II (advantageous).
- Minimum 2 - 4 years relevant experience in:
- Development finance institutions (DFIs)
- Private equity
- Venture capital
- Corporate finance
- Investment banking
- Structured lending environments.

Experience should include exposure to:

- Screening and preliminary assessment of investment or funding applications
- Financial modelling, including building and reviewing integrated financial models (income statement, balance sheet and cash flow projections);
- Commercial and financial viability analysis of business plans and investment proposals
- Investment analysis and deal assessment, including identifying key financial, operational and market risks
- Financial statement analysis, including revenue modelling, cost structures, profitability analysis and cash flow sustainability
- Market and industry analysis to assess demand, competitive positioning and growth prospects
- Preparation of investment memoranda, screening reports or analytical deal assessments
- Assessment of funding requirements and capital structures, including working capital and funding gaps
- Evaluation of business plans and feasibility studies
- Exposure to transaction or credit approval processes within an investment or lending environment.

Key Performance Areas:

Application screening and preliminary assessment

- Conduct structured screening of applications within defined thresholds (e.g. deal size, complexity, sector, programme criteria)
- Assess completeness, internal consistency, and basic mandate alignment
- Identify missing information, inconsistencies, or red flags early in the process
- Apply standardised screening checklists to support objective and consistent assessments

- Recommend initial outcomes: Proceed for further assessment / Request information / Decline (subject toreview)

Financial modelling support and analysis

- Develop indicative financial models to test the plausibility of key assumptions
- Analyse revenue drivers and cost structure credibility
- Analyse basic profitability and break-even levels
- Analyse working capital requirements
- Analyse cash flow sustainability at a high level
- Perform sensitivity checks on key assumptions (e.g. pricing, volumes, input costs)
- Highlight financial risks and areas requiring deeper interrogation by the Investment Associate

Financial and Data validation

- Analyse historical financial information (where available) to identify:
  Trends in revenue, costs and profitability
  Liquidity and basic solvency indicators
- Validate internal consistency between:
  Business plan
  Financial projections
  Supporting documents (e.g. contracts, quotes, LOIs)
- Flag anomalies, unsupported assumptions, or gaps requiring clarification

Market and Commercial support analysis

- Conduct targeted research to support screening, including:
  Industry overview and basic demand dynamics
  Competitive landscape (high-level)
- Verify existence of market support: LOIs, offtake agreements, contracts
- Highlight key commercial risks (e.g. concentration, pricing assumptions, lack of market validation)

Risk identification (preliminary)

- Identify early-stage risks including:
  Financial risks
  Operational risks
  Market risks
- Escalate material risks requiring deeper assessment
- Support documentation of risks for inclusion in screening outputs

Information structuring and screening outputs

- Structure and synthesise application information as part of screening
- Prepare concise screening reports and working papers
- Maintain accurate and auditable records on the CRM system
- Ensure traceability of inputs used in forming screening views

Pipeline support and continuous improvement

- Contribute to consistency and quality of screening outcomes across the pipeline
- Provide feedback on recurring application gaps to improve screening frameworks
- Support data capture and reporting for pipeline tracking (in collaboration with admin/system roles)

Process improvement and knowledge management

- Contribute to improving application screening templates and financial models
- Assist in standardising analytical tools and methodologies used in the Pre-Investment Unit
- Maintain structured documentation of analytical methodologies and sector insights

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.