

**JOB TITLE:** Sustainability Manager

**JOB PURPOSE:** To support/assist the Chief Investment Officer in the development and execution of the Firm's ESG and Climate strategy into the investment process cutting across deal screening, due diligence, portfolio value-creation, exit readiness and post exit assessment. The mandate includes establishing disciplined processes that match ARMHIL's strategic objective and its funds' fixed life cycle, including investment-period integration, post-investment transformation, and exit-phase positioning.

**KEY RESPONSIBILITIES:** While they include the following, other duties may be assigned to the job holder:

**A. Investment-period integration:**

1. Develop, implement, and maintain sustainability initiatives, policies, and action plans that align with the Fund Manager's and Funds' goals and objectives – across the investment process.
2. Oversee the conduct of ESG and climate due diligence for all transactions during the investment period – includes driving and implementing ESIA and ESAP development and recommendations.
3. Maintain structured ESG/climate scoring models used in screening, IC materials, and valuations.
4. Identify material risks early and define mandatory mitigation actions before capital deployment.
5. Establish baseline KPIs and climate pathways for each investment aligned with the fund life.
6. Supporting in negotiations with target portfolio assets, ensuring that and climate obligations are embedded in legal agreements, including ESG action plans and commitments.

**B. Portfolio value-creation:**

1. Implement ESG and climate transformation plans during the fund's investment period.
2. Drive decarbonization, adaptation, governance strengthening, H&S improvements, and operational efficiency. This will include collaborating with portfolio assets to integrate sustainable practices and build capacity.

3. Conduct periodic monitoring, audits, and data analysis to identify key risks, opportunities, and areas for improvement. This will include validating portfolio asset data and track KPI performance against fund-wide targets.
4. Ensure each asset progresses toward 'exit-ready' ESG and climate positioning consistent with exit readiness levels.

#### **C. Exit preparation (late fund life):**

1. Prepare ESG and climate sell-side materials and data rooms.
2. Support CIO/MD in defining buyer narratives around decarbonization achievements, resilience improvements, and compliance.
3. Ensure defensible, audit-ready impact claims and alignment with LP reporting.

#### **D. Climate strategy implementation:**

1. Operationalize the fund's climate transformation strategy, including internal carbon pricing and decarbonization pathways.
2. Manage GHG accounting (Scopes 1, 2, and relevant Scope 3) using GHG Protocol.
3. Conduct climate-risk scenario analysis aligned with IFRS S2 and ILPA ECDI expectations.
4. Define adaptation and resilience metrics relevant to long-lived infrastructure assets.

#### **E. Reporting, compliance, and end-of-life fund obligations:**

1. Conduct periodic monitoring, audits, and data analysis to identify key risks, opportunities, and areas for improvement.
2. Deliver annual ESG and climate reporting aligned with IFRS S2/S1, ILPA ECDI, TCFD, GRI standards and LP requirements – with harmonisation where possible.
3. Maintain full audit-ready data trails to meet DFI and LP review obligations.
4. Support end-of-fund reporting and lessons-learned documentation for successor funds.
5. Facilitate the development of the Fund Manager's annual impact report.

#### **F. Stakeholder engagement:**

1. Stay informed about the latest sustainability trends, green technologies, and best practices to recommend and implement innovative solutions.
2. Work directly with portfolio company boards, DFIIs, institutional LPs, and technical partners.
3. Provide ESG/climate training for investment teams and portfolio operators.

4. Support CIO with strategic insights, fundraising positioning, and successor-fund material development.

**QUALIFICATIONS, EXPERIENCE AND KNOWLEDGE:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

- Minimum 6 years impressive relevant leadership experience in ESG, climate strategy execution, and / or sustainability consulting within the infrastructure segment (energy, mobility, industrials, waste, water and / or connectivity).
- Good understanding of private equity and value creation objectives
- Strong experience in GHG accounting, climate-risk scenario modelling, IFC PS, AfDB OS, and related safeguards.
- Strong experience with conventional reporting standards such as ILPA ECDI, IFRS S2, EU Taxonomy, GHG Protocol, Rio Markers etc.
- Ability to apply sound business judgment (analytical, pragmatic, and creative) to the translation of ESG/climate strategy into operational execution within a fixed investment horizon.
- Strong analytical capability for KPI frameworks, scenario analysis, and audit-ready reporting.
- Excellent communication (written and verbal) and presentation skills for developing clear and concise investor-grade engagement.
- Proven ability to influence teams and work collaboratively with key stakeholders.
- High integrity, disciplined execution, and comfort with time-bound deliverables.
- Very ambitious, entrepreneurial, self-directed individual who anticipates the needs of team members and demonstrates good judgement in decision-making
- Adaptable and hands-on, willing and able to step in when and where needed
- Advanced skill in the use of the Microsoft Office suite, especially Excel and PowerPoint and other requisite technological application required to execute Key Responsibilities.

Fluency in written and spoken English is mandatory while oral and written fluency in French will be an added advantage. Interested candidates should send their CVs to [careers@armharith.com](mailto:careers@armharith.com) ensuring they state the role they are applying from in the subject line.