

Job Description – Investment Manager

Title: Investment Manager

Location: Nairobi, Kenya

Contract Type: Full-time (Permanent)

Start Date: ASAP



About Gaia Impact

Gaia Impact is an investment and advisory firm dedicated to financing startups and SME in the **distributed renewable energy** sector across Africa. Gaia Impact is headquartered in Paris, with an office in Nairobi.

Since 2017, Gaia Impact team has led investments in 16 companies (start-ups and SMEs) active in the renewable energy value chain in rural and urban areas, fostering long-term impact while ensuring financial returns.

Gaia Energy Impact Fund II (GEIF II) is our new impact VC fund of 43M€ dedicated to startups bringing affordable, clean and reliable power to communities and businesses. It aims to invest in equity and quasi-equity, with tickets ranging from €500,000 to €4 million, in around 15-20 companies from early to growth stage (Seed to Series B), mainly in Africa.

GEIF II is managed by Capital Croissance while Gaia Impact team acts as exclusive advisor and drives investments.

As part of our expansion, we are seeking an **Investment Manager** to lead investments activities, oversee portfolio companies, and drive deal execution, reporting directly to the Partners.

This role will be based in our **Nairobi office, Kenya**. Candidates based in West Africa will be considered.

Key Responsibilities

The Investment Manager will play a critical role in sourcing, executing, and managing the fund's investments across Africa.

1. Sourcing & Due Diligence

- Identify and engage with **high-potential startups** in the **distributed renewable energy** sector.
- Develop and maintain a strong **deal pipeline** aligned with Gaia Impact's investment strategy.
- Conduct in-depth due diligence, including **financial modeling, impact assessment, business model analysis, and market research**.
- Assess **management teams, ESG risks, scalability, and exit potential** of target companies.

2. Investment Structuring & Execution

- Lead the structuring, negotiation, and execution of **equity, quasi-equity, and convertible debt** investments.
- Prepare and present investment proposals to the **Investment Committee**.
- Work closely with **legal and financial advisors** to finalize transactions.

3. Portfolio Management & Value Creation

- Monitor the financial and operational performance of **portfolio companies**.
- Provide strategic support to **founders and management teams** to drive business growth.

- Represent Gaia Impact on the **boards of portfolio companies**.
- Ensure **ESG criteria and impact measurement** are integrated into portfolio management.

4. Market Development & Fund Strategy

- Build strong relationships with **co-investors, DFIs, venture capital funds, and ecosystem partners**.
- Represent Gaia Impact at **conferences, networking events, and industry forums**.
- Contribute to internal strategy discussions and **new fund development**.

Candidate Profile

Qualifications & Experience

- **Master's degree** in Finance, Economics, Business, or a related field.
- **5 to 7 years** of relevant investor experience in **Venture Capital, Private Equity, or Impact Investing**, including exposure to Africa markets.
- Deep understanding of **early-stage investment structures** (equity, quasi-equity, convertible debt).
- Strong **financial modeling, valuation, and investment analysis** skills.
- Experience in **negotiating term sheets, investment agreements, and governance structures**.
- Track record of **working with startups or SMEs**, in energy, agriculture, mobility solutions or climate tech.
- Exposure to **ESG principles** and impact measurement frameworks.

Skills & Attributes

- Strong **analytical and problem-solving** skills.
- Excellent communication and **stakeholder management** abilities.
- Entrepreneurial mindset, **ability to work autonomously**, and proactive decision-making.
- Passion for **tackling climate change and sustainable development in Africa**.
- Fluent in **English, French** is a plus.

Why Join Gaia Impact?

- A competitive salary for the Impact Investing sector, including an annual variable bonus.
- Work at the forefront of **climate impact investing** in Africa, and be part of a **dynamic, mission-driven** team.
- Shape investment strategies and create **long-term impact**, engage with **innovative startups** driving energy access and sustainability.

How to Apply?

Send your resume, sanitized transaction track record/experience (if available) and a cover letter to recrutement@gaiaimpact.com with the subject line "**Last Name – Investment Manager**".

We look forward to hearing from you!