

Job Description – Investment Associate

Title: Associate

Location: Nairobi, Kenya

Contract Type: Full-time (Permanent)

Start Date: September 2025



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 Associate** to support investment activities, oversee portfolio companies, source investment opportunities and participate in deal execution, in direct collaboration with Gaia Impact's management team.

This role will be based in our **Nairobi office, Kenya**.

Key Responsibilities

The Investment Associate will play a key role in identifying new investment opportunities and monitoring the fund's investments across Africa. He/she will work closely with the team to conduct in-depth due diligence and execute equity and quasi-equity investments. He/she will demonstrate strong skills in financial analysis and modeling.

1. Investment Origination

- Identify and approach **high-potential startups in the distributed renewable energy sector**.
- Update Gaia Impact's investment management system and participate in **deal flow review meetings**.
- Build and maintain a robust **pipeline of investment opportunities** aligned with Gaia Impact's investment strategy.

2. Investment Due Diligence & Deal Execution

- Assist the team in conducting **in-depth due diligence**, including financial analysis, multi-factor company valuation, social/environmental impact assessment, market research, and business model review.
- Develop **financial model forecasts, scenarios and sensitivities** based on corporate business plans.
- Contribute to the preparation and presentation of **investment memos** to the Investment Committee.
- Collaborate with the team and advisors in the **negotiation and structuring of deals** down to financial close.

3. Portfolio Monitoring & Reporting

- Support **operational and financial monitoring** of portfolio companies.
- Contribute to **impact data collection and reporting**.
- Participate in organizing follow-up meetings with companies and in preparing board meetings.

4. Market Development & Strategic Support

- Participate in **market intelligence task forces, sector events, and network-building efforts**.
- Contribute to the fund's **strategic positioning** and development.

Candidate Profile

Qualifications & Experience

- **Master's degree in Finance, Economics, Accounting, Business** or a related field.
- **3 years of experience in finance** (Venture Capital, Private Equity, Corporate Finance, M&A) or related activities.
- **Proficiency in financial analysis, modeling, and valuation tools**.
- Initial experience in **evaluating or monitoring startups and SMEs**, ideally in energy, agriculture, mobility, or climate-related sectors.
- **Awareness of ESG principles and social/environmental impact measurement**.

Skills & Attributes

- Strong **analytical and problem-solving skills**.
- Excellent **communication and teamwork abilities**.
- **Entrepreneurial mindset**, self-driven, energetic, and ability to work autonomously.
- Strong motivation for sustainable development and tackling **climate change in Africa**.
- Fluent in **English, French** is a plus.

Why Join Gaia Impact?

- Work at the forefront of **energy & climate 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 and a cover letter to recrutement@gaiaimpact.com with the subject line "**Last Name – Associate**".

We look forward to hearing from you!