

## Impact & ESG Manager (Part-time)

Title <b>Impact &amp; ESG Manager</b>	Location <b>Nairobi, Kenya</b>	Contract <b>Part-time</b>	Start Date <b>September 2026</b>
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### About Gaia Impact

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

Since 2017, Gaia Impact has led investments in 17 companies (startups 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 impact VC fund, with €43M already secured and the fundraising process actively underway toward a €60M final close in August 2026. The fund is 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.

### About the Role

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As part of our expansion, we are seeking an **Impact & ESG Manager** on a Part-time basis to lead and manage the fund's theory of change, impact & ESG strategy, impact reporting and compliance processes.

The position is both strategic and hands-on, working directly with internal teams, portfolio companies, and Limited Partners, and reporting to the Managing Partner.

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

### Key Responsibilities

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#### 1. Impact & ESG Strategy

- Own and continuously update Gaia Impact's theories of change: articulate the causal pathways from investment to systemic impact in the distributed energy sector and ensure the fund's investment thesis remains grounded in measurable change.
- Lead the implementation and continuous refinement of Gaia Impact's ESG & Impact framework, aligned with Article 9 of EU SFDR and leading global standards.
- Conduct ongoing academic and sector intelligence: energy access, impact investing, impact measurement methodologies and climate finance; translate relevant findings into actionable recommendations for the investment team and portfolio companies.
- Represent and advocate for Gaia Impact at conferences, networking events, and industry forums; contribute to shaping the broader conversation on impact measurement standards and carbon finance in the African energy access sector.

## 2. Impact Due Diligence & Portfolio Support

- Conduct impact and E&S due diligence for prospective investments: assess alignment with the fund's theory of change, evaluate additionality, identify material ESG risks, and co-design impact roadmaps and ESG action plans with founding teams prior to and at entry.
- Specific assessment for companies operating in carbon-eligible activities (e.g. clean cooking, mini-grids, productive use) to assess carbon credit generation potential and readiness against applicable standards (Gold Standard, Verra VCS/CCB, Article 6).
- Work hands-on with portfolio companies to build their internal impact measurement capacity, design and implementation of ESG action plans and conduct capacity-building sessions on impact and ESG topics (e.g., labor standards, data privacy, gender lens investing, climate risk management, energy access metrics).

## 3. Portfolio Reporting

- Design and maintain the portfolio-wide impact KPI framework: select indicators that genuinely capture additionality (e.g. people gaining first-time energy access, productive use enabled, avoided emissions), define robust collection methodologies, set baselines and targets at entry, and track progress over the investment lifecycle.
- Oversee ongoing impact and ESG monitoring across the portfolio (data collection, management, analysis) and lead the preparation of portfolio companies' impact performance in quarterly LP reports.
- Produce annual impact and ESG reports that go beyond metric aggregation: craft compelling narratives of change, feature entrepreneur and beneficiary testimonials, and develop content that serves both LP and stakeholders accountability and external advocacy.

## Candidate Profile

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### Qualifications & Experience

- 5+ years of relevant experience in impact measurement & management, ESG, and/or sustainability within a VC, PE fund, or with African startups/corporates in the energy, agri, or climate sectors.
- Ability to design and manage ESG and impact due diligence processes, including conducting E&S assessments and establishing corrective action plans.
- Knowledge of voluntary and compliance carbon markets and familiarity with major standards (Gold Standard, Verra VCS/CCB, Article 6 mechanisms).
- Good project management and organizational skills, with the ability to manage multiple priorities.
- Excellent written and verbal communication skills, including experience producing high-quality reports for external audiences.

### 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?

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- Be at the forefront of energy and climate investing in Africa, demonstrating how impact investing can drive sustainable development at scale.

- Join a small, committed, and passionate team with a strong entrepreneurial mindset and a hands-on approach.
- Take ownership of how the fund defines, measures, and maximizes impact, with real influence on investment decisions and portfolio strategy—not just reporting.

## How to Apply

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Send your resume and a cover letter to [recrutement@gaiaimpact.com](mailto:recrutement@gaiaimpact.com) with the subject line “**Last Name – Impact & ESG Manager**”.

Gaia Impact is committed to fostering an inclusive and diverse workplace. All our positions are open to qualified candidates with disabilities, and we encourage applications from individuals of all backgrounds.

We look forward to hearing from you!