

Principal

Title Principal	Location Nairobi or Abidjan	Contract Full-time	Start Date September 2026
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About Gaia Impact

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

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

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

This role will be based in our Nairobi office, Kenya (could be Abidjan as well). The position requires frequent travel to countries across Africa to conduct due diligence, and support portfolio companies and represent the firm.

Key Responsibilities

1. Sourcing & Due Diligence

- Identify and engage with high-potential startups and SMEs in the energy transition (e-mobility, productive use of energy, enabling technologies, mini-grids, C&I, clean cooking) across African markets.
- Build and maintain a strong deal pipeline, proactively mapping the ecosystem and cultivating relationships with accelerators, incubators, DFIs and co-investors aligned with Gaia Impact's investment strategy.
- Lead end-to-end due diligence workstreams, including leadership assessment, business model and unit economics analysis, market sizing and competitive positioning, technology and operational review, financial modeling and valuation, exit scenarios as well as coordinating inputs from legal, technical, and financial advisors.

- Conduct impact and ESG due diligence aligned with Gaia Impact's, identifying material E&S risks and defining Environmental & Social Action Plan (ESAP) items where relevant.

2. Investment Structuring & Execution

- Lead the structuring, negotiation, and execution of equity investments, tailoring instruments to company stage and risk profile.
- Prepare and present investment cases, term sheets, and supporting materials to the Investment Committee, defending recommendations and addressing questions.
- Lead the negotiation, documentation, and closing of final agreements, ensuring alignment of governance, reporting, and ESG covenants, in coordination with legal advisors.

3. Portfolio Management & Value Creation

- Monitor the financial, operational, and impact/ESG performance of portfolio companies through regular reporting, board meetings, and site visits.
- Provide hands-on strategic and operational support to founders and management teams and create synergies and axis of collaboration with Gaia Impact's ecosystem.
- Represent Gaia Impact on the boards or advisory committees of portfolio companies, contributing to strategic, financial, and governance decisions.

4. Market Development & Fund Strategy

- Build and maintain strong relationships with co-investors, DFIs, growth-stage investors and corporates and broader ecosystem stakeholders across Africa and Europe.
- Represent Gaia Impact at conferences, investor networking events, and industry forums to strengthen the firm's visibility and deal flow.
- Contribute to fund strategy, market intelligence, and sector research, helping refine the investment thesis and identify new opportunities.
- Support fundraising efforts for GEIF II and future vehicles, including preparation of LP due diligence materials and investor relations activities as needed.

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 Private Debt, including exposure to Africa markets.
- Strong financial modeling, valuation, and investment analysis skills.
- Deep understanding of equity-related deal structures (equity, quasi-equity, convertible debt).
- Experience in negotiating term sheets, investment agreements, and governance structures.
- Monitoring lead (Board or board observer) experience.
- 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 teamwork abilities.

- Entrepreneurial mindset, self-driven, energetic, and ability to work autonomously.
- Strong motivation for sustainable development and tackling climate change in Africa.
- Fluency in both English and French.

Why Join Gaia Impact?

- 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.

How to Apply

Send your resume and sanitized transaction track record/experience (if available) to recrutement@gaiaimpact.com with the subject line **“Last Name – Principal”**.

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!