

FOUNSMALLDATION

INVESTMENT EXECUTIVE, SUB-SAHARAN AFRICA

SMALL FOUNDATION

SEARCH MANAGED BY
TAFUTA ASSOCIATES



ABOUT THE COMPANY

SMALL FOUNDATION

Small Foundation is a philanthropic foundation with charitable status registered in Ireland. Our vision is a thriving Africa free from extreme poverty.

Our mission is to act with urgency and ambition to catalyse and scale income-generating opportunities for the extremely poor in rural sub-Saharan Africa.

Small Foundation's goal is to collaborate with those creating the environment for micro, small and medium enterprises (MSMEs) to thrive and deliver opportunity at scale. In particular, we work with intermediaries that increase availability of the finance, social and human capital, knowledge, technology and markets required by a thriving, commercially viable MSME ecosystem.

We flexibly use grants, debt, equity and non-financial support to achieve our impact objectives.

ABOUT SMALL FOUNDATION'S INVESTMENT PRACTICE

SMALL FOUNDATION

At Small Foundation, we take a systems change approach to investing, aiming to shift capital flows in Africa. We deploy catalytic capital—flexible, patient, and risk-tolerant—where commercial capital often hesitates, supporting not just enterprises but also the broader infrastructure for lasting economic transformation.

Team members are encouraged to focus on long-term, systemic impact rather than immediate outcomes of individual transactions. We use a range of tools—grants, debt, and equity—with intent, aligning support with opportunities for broader change and adapting as contexts evolve.

Collaboration is core to our work. We partner with peers, co-investors, and local actors to co-create strategies, fill market gaps, and share lessons. We embrace complexity, act with humility, and support bold experimentation.

Examples of our investments include the following:

- [Moremi](#) - we are seeding a pilot to provide working capital to emerging fund managers in Africa.
- [Vista Bank Sierra Leone](#) - we are providing a guarantee to unlock SME lending with lower collateral requirements.
- [Emerald Africa Financing Facility](#) - we are seeding a pilot to provide debt to early-stage digital innovators who are enabling greater access to finance for rural SMEs.

[Read more](#) about the breadth of investment work we do across the ecosystem.

THE ROLE

Summary

The Investment Executive will be a core part of the Investment Practice team and will report to the Investment Director.

Collaborating with team members, the candidate will support deal teams in all stages of the investment process: from pipeline generation, due diligence, financial and business model analysis, to post-investment monitoring and support, to providing market intelligence and insights into the evolution of our systems change portfolio.

The Investment Executive role is ideal for a highly analytical professional with a strong interest in impact investing and early-stage enterprises as well as experience with both equity and debt deals.

This is intended to be a long-term career track role and is unique as it offers the right individual the opportunity to be truly involved in several critical aspects of Small Foundation's work.



THE ROLE

Key Responsibilities

The Investment Executive will be responsible for supporting on all aspects of Investment partnerships, from origination to relationship management to deal execution and monitoring.

Key elements of the role include:

- **Pipeline Development & Deal Sourcing**
 - Assist in sourcing potential investments through research, networking, and collaboration with ecosystem partners.
 - Conduct initial screening of opportunities, including review of pitch decks, financials, and alignment with investment strategy.
 - Maintain and update the deal pipeline database.
- **Due Diligence & Analysis**
 - Support financial, market, and impact due diligence processes.
 - Build and maintain financial models and conduct scenario analysis.
 - Perform research on sectors, market trends, and competitive landscapes.

THE ROLE

- **Investment Process and Execution**
 - Assist in the preparation of investment memos and presentations for the Investment Committee.
 - Participate in deal structuring discussions and negotiations.
 - Coordinate with legal, compliance, and external advisors during the execution phase.
- **Portfolio Monitoring & Support**
 - Track portfolio performance through regular updates, financial reports, and impact KPIs.
 - Assist in preparing regular reports for internal and external stakeholders.
 - Support portfolio companies with strategic and operational needs, including follow-on funding and capacity building.
- **Knowledge Management & Learning**
 - Contribute to building internal knowledge on sectors, business models, and impact.
 - Assist with the testing and onboarding of new data and information systems.
 - Document learnings and best practices from deals and portfolio engagement.

THE ROLE

Other Duties

- Undertaking necessary training and development.
- Any other duties commensurate with the grade of the post as directed by line manager/supervisor.



THE ROLE

SMALL FOUNDATION

Preferred Qualifications, Skills and Experience

- A deep interest in international development, systems change and impact investment.
- A university degree with a bachelor's in finance, economics, corporate finance, accounting degree or equivalent. CFA, ACA or MBA would be an additional advantage.
- 4-6 years work experience in venture capital, private equity, impact investing, investment banking, financial management, and/or strategic consulting particularly in sub-Saharan Africa.
- Very strong financial analysis, modelling and business analysis capabilities with an ability to write investment recommendations in a clear and succinct manner.
- Strong sense of personal responsibility and accountability with an appreciation and ability for meeting tight deadlines.
- Entrepreneurial and resourceful mind-set with long-term thinking. Want to be part of building something meaningful from the ground floor up and have a principle's mind-set.
- Ability to efficiently (often within short periods of time) digest large amounts of information, identify key issues, and apply strategic and analytical thinking to decision-making with imperfect information.

THE ROLE

- An enthusiasm for collaborating across all levels of the organization to share and apply knowledge and learning.
- Excellent communication skills with the ability to give and take honest feedback.
- Strong interpersonal skills with the ability and willingness to work independently.
- Values aligned to Small Foundation's.

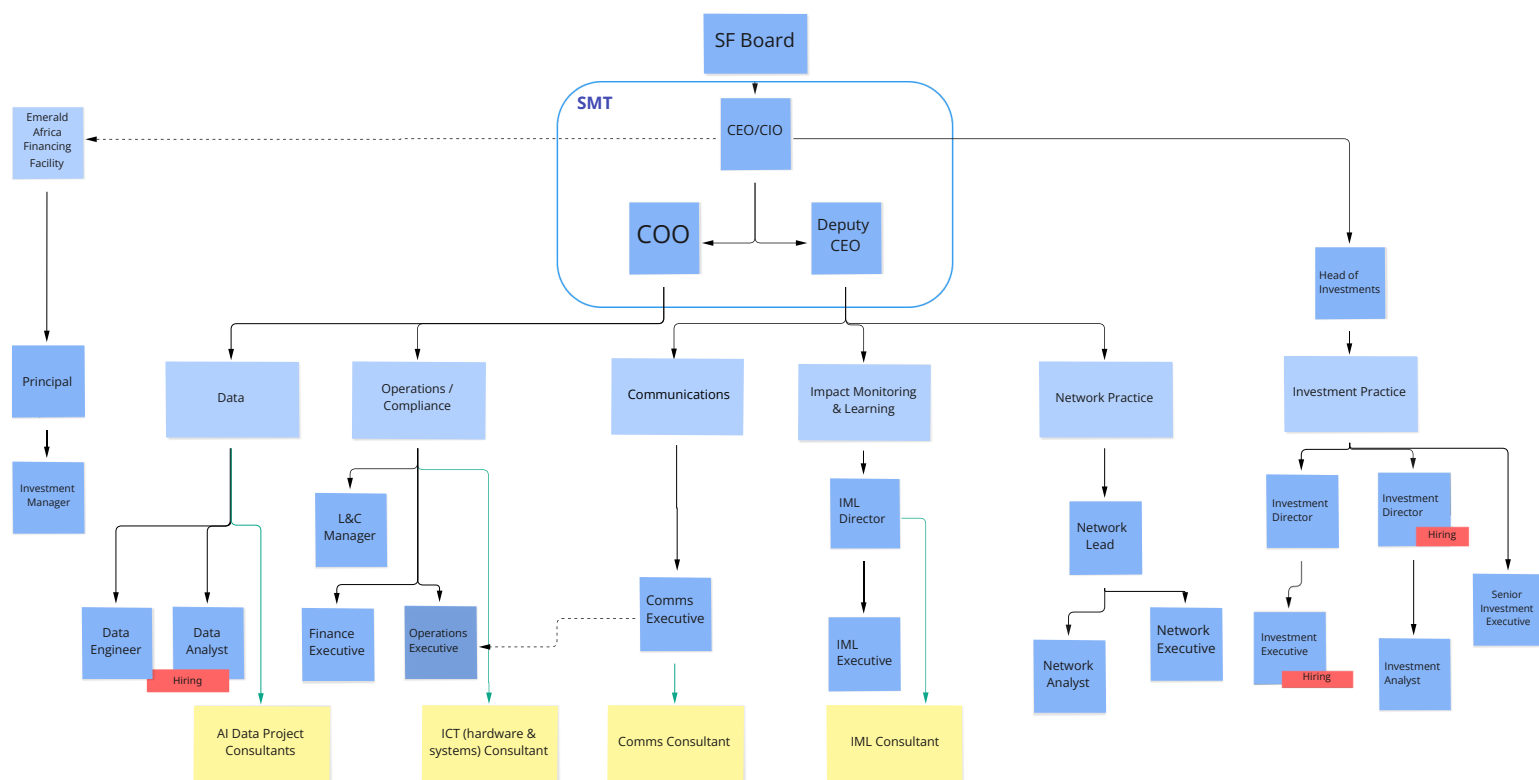
The ideal candidate will also have the following attributes:

- A familiarity with the needs of smallholder farmers and micro, small and medium-sized enterprises in rural Africa.
- A willingness to learn, innovate and travel.

Location & Travel Requirements

- The Investment Executive will ideally be based in Lagos (Nigeria). For exceptional candidates, Nairobi (Kenya) might be considered as a base location.
- International travel is expected to make up around 10% of the role.

ORGANISATIONAL STRUCTURE



RECRUITMENT PROCESS

SMALL FOUNDATION

The recruitment process is managed by Tafuta Associates, a boutique executive search firm based in Nairobi that specializes in equipping African impact investors, foundations and advisory firms with the best senior talent.

- Long-listing will take place on an ongoing basis and those candidates selected will be informed and invited for a preliminary interview.
- Final stage interviews will be conducted in person.
- References will be taken up before the final offer of employment is made.

How to Apply

To apply, please send a brief CV alongside your deal sheet to Fiona Maingi (fiona.maingi@tafuta-associates.com) and Danilo Frison (danilo.frison@tafuta-associates.com) by the 18th of July 2025 at 5pm West Africa Time / 7pm Eastern Africa Time.