FOUNDATION SMALL

SENIOR INVESTMENT MANAGER

SMALL FOUNDATION

SEARCH MANAGED BY
TAFUTA ASSOCIATES

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ABOUT SMALL FOUNDATION

Small Foundation is a philanthropic foundation with charitable status registered in Ireland. Our vision is an Africa free from extreme poverty. Our mission is to catalyse income-generating opportunities for extremely poor people 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 aim to 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.

Small Foundation is integrating AI and other new technologies into how we work, building systems that prioritise efficiency, effectiveness and impact. These systems reflect our culture as a learning organisation that puts collaboration at the heart of our work, is innovative and willing to take risks, and strives for impact. All team members are expected to use AI tools confidently and responsibly, in line with our policies on data protection and confidentiality. Human judgement remains at the centre of decisions that affect our partners.



THE ROLE

Job Summary

The Senior Investment Manager, based in Lagos, will be a core part of Small Foundation's Investment Practice, reporting to the Chief Investment Officer. Working with colleagues across Small Foundation, including the Network Practice, Operations, and Impact Management and Learning (IML), the Senior Investment Manager will manage a portfolio of partnerships through every stage of the investment process, from origination, due diligence and financial and business model analysis to deal execution and post-investment monitoring and support. The role will also provide market intelligence and insight into the evolution of our systems change portfolio.

The role requires strong analytical and commercial skills, an understanding of networks, systems and impact, and the ability to work closely with entrepreneurs and stakeholders across diverse sectors.



THE ROLE

Key Responsibilities

Investment strategy and insight

- Lead the development and execution of Small Foundation's investment thesis for specific portfolios, translating strategic priorities into clear plans for pipeline and portfolio.
- Contribute to thought leadership, sector deep dives and thematic investment strategies.
- Engage peer funders and the broader ecosystem to gather and share information and learning.
- Stay informed about market dynamics, policy changes and innovations in key strategic areas.

Deal sourcing and pipeline development

- Proactively identify and source investment opportunities through networks, market research and partnerships.
- Articulate the theory of change for each investment within a systems context, identifying the leverage points it addresses and how it complements the wider portfolio.
- Work with the Network Practice to identify where networks and other ecosystem actors can strengthen an investment's systemic outcomes.

Due diligence and deal execution

- Oversee and conduct rigorous due diligence to assess business models for alignment with our objectives, financial viability and potential for impact.
- Develop detailed financial models and carry out valuation and credit analysis.

THE ROLE

- Structure and negotiate term sheets and investment agreements, choosing the most appropriate instrument, whether debt, equity, quasi-equity, grants or blended structures, making sure they align with system-level goals and that learning from them informs practice.
- Present investment papers to the Investment Committee with clarity and rigour, setting out the balance between financial outcomes and developmental intent.

Portfolio management

- Build close relationships with partners to monitor and report on progress, analysing financials, KPIs and impact metrics, and turning the evidence into actionable insight for partners and the team.
- Add value to partners through proactive engagement and support, including strategic advice, governance and connections to capital and talent.
- Recognise and celebrate partners' successes, sharing credit for what we achieve together.
- Manage restructuring and exit planning where appropriate, working with the Investment Director.
- Work with IML so that learning from the portfolio informs future investment decisions.

Systems and new technologies

- Identify, pilot and embed practical uses of AI and new technologies across the investment cycle, from pipeline screening and due diligence to portfolio monitoring, improving systems and processes so they are efficient, effective and focused on impact, and support colleagues to adopt them well.
- Help design investment processes, templates and data flows that balance rigour with flexibility, and ensure compliance and quality across all outputs.

THE ROLE

Team and ways of working

- Manage deal teams so that everyone involved produces high-quality work.
- Mentor and develop Investment Analysts and Executives, giving clear, honest feedback and building a learning culture in the team.
- Create space for experimentation and structured learning in the team, capturing and sharing new ideas that work.
- Collaborate closely with colleagues across Small Foundation so that our partners can draw on the team's full knowledge and experience.
- Contribute to organisation-wide leadership and may be invited to serve on the Leadership Team or other cross-organisational groups, in line with the relevant terms of reference.

Other duties

- Represent Small Foundation at relevant conferences, convenings and seminars.
- Undertake necessary training and development, and any other duties commensurate with the grade of the post as directed by the line manager.



THE ROLE

Preferred Qualifications, Skills and Experience

- Have a deep interest in international development, systems change and impact investment.
- Hold a university degree in finance, economics, accounting or a related field, with at least ten years' experience in venture capital, private equity, impact investing, investment banking, financial management and/or strategy consulting, ideally in sub-Saharan Africa.
- Have a demonstrated track record of leading and closing investments, with a deep understanding of investment instruments, including equity, quasi-equity, debt and grants.
- Have experience of managing the end-to-end investment cycle, including due diligence, restructuring and exits.
- Have very strong financial modelling and credit analysis skills.
- Be able to analyse, synthesise and draw insights from data that is often sparse or incomplete.
- Have a broad network of potential partners, investors and other ecosystem actors.
- Have knowledge of the commercial realities facing organisations that serve rural communities.
- Be a disciplined, disruptive thinker who anticipates future opportunities and consequences within the system, and who is open to challenge and feedback.
- Have excellent communication skills, the ability to give and take honest feedback, and enthusiasm for collaborating across all levels of the organisation to share and apply knowledge and learning.
- Have confidence using digital and AI tools, or a clear willingness to learn, with good judgement about their limitations and curiosity about how new technologies can improve how we work.
- Have values aligned with Small Foundation's culture: a learning organisation that puts collaboration at the heart of our work, is innovative and willing to take risks, and strives for impact.

THE ROLE

The ideal candidate will also have:

- A professional qualification such as a CFA, ACA or MBA.
- A sound understanding of the needs of smallholder farmers and micro, small and medium-sized enterprises in rural Africa.
- A willingness to learn, innovate and travel.

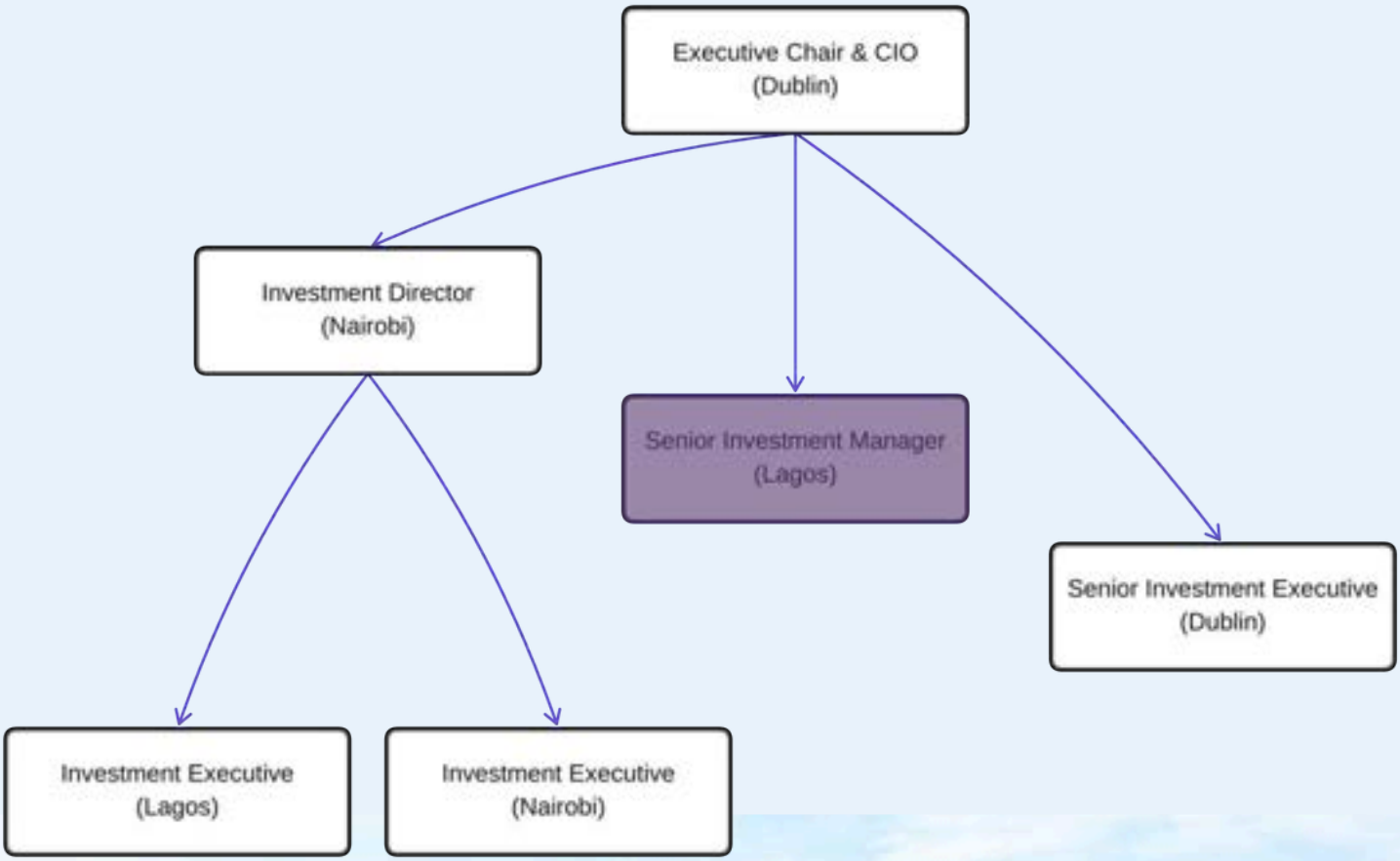
Location & Travel Requirements

- The Senior Investment Manager will be based in Lagos (Nigeria).

- International travel is expected to make up around 10-20% of the role.



INVESTMENT PRACTICE STRUCTURE





RECRUITMENT PROCESS

The recruitment process is managed by Tafuta Associates, a boutique executive search firm based in Nairobi that specialises in equipping African impact investors, foundations, advisory firms, and DFIs 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 in Lagos.
- References will be taken up before the final offer of employment is made.

How to Apply

To apply, please complete and submit your application **here**.

The deadline is **Friday 4th December 2026, 5:00pm WAT.**