



<b>JOB TITLE:</b>	Social Investment Analyst
<b>REPORTING LINE:</b>	Social Investment Specialist: Analyst Lead

*Do you want to help drive high-quality social investment for some of South Africa's most forward-thinking companies? Tshikululu is looking for a social investment analyst to help us do just that.*

*At Tshikululu, we need original, energetic thinkers and problem-solvers in order to achieve our ambitious goals and make deep and sustainable social impact. We need people that are energised by fast-paced collaborative advisory project work as well as longer-term programme management.*

*We need people of diverse backgrounds who thrive on complexity and are able to 'connect the dots' between seemingly disparate issues and initiatives. We are not interested in 'tick-box' philanthropy. We are dedicated to ensuring that every social investment we make is meaningful. We aim to maximise the power of social investment in order to create a world where everyone has the opportunity to thrive.*

### **1. PRINCIPAL OBJECTIVE OF POSITION**

To implement client social investment strategies and programmes through advisory projects, grant-making and programme management.

### **2. KEY PERFORMANCE AREAS, ACTIVITIES AND INDICATORS**

<b>Key Performance Areas</b>	<b>Activities</b>
<b>Social investment, grantmaking and programme management</b>	<ul style="list-style-type: none"> <li>• Evaluate all funding proposals that align to strategic priorities by assessing the social investment case for each, analysing data and crafting recommendations that highlight risks (e.g. programmatic, financial, compliance, reputational) and opportunities, and submit these for review.</li> <li>• Participate in programme-specific social investment processes by engaging with potential partners, participating in shortlisting of applicants, conducting thorough due diligence.</li> <li>• Present social investment recommendations (based on due diligence, research and stakeholder engagement) to clients for consideration to facilitate decision-making.</li> <li>• Ensure accurate contracting with programme partners for all approved social investments.</li> <li>• Manage active social investments by maintaining professional and productive relationships with partners, ensuring strong monitoring and evaluation (M&amp;E) of all</li> </ul>

	<p>activities, receiving and reviewing reports from partners and producing impact reports for clients.</p> <ul style="list-style-type: none"> <li>• Support Social Impact Specialists in the development of high-quality social investment strategies for clients, including both new clients and revision of current strategies for existing clients.</li> <li>• Participate in new business development processes, including assistance with proposals and delivery to clients.</li> </ul>
<b>Social investment Advisory</b>	<ul style="list-style-type: none"> <li>• Work as part of a project team to deliver on a range of social investment advisory/consulting projects to various clients</li> </ul>
<b>Monitoring and Evaluation</b>	<ul style="list-style-type: none"> <li>• Implement M&amp;E plans for allocated social investments by implementing tools, accurately capturing data and analysing information to drive data-driven decision-making.</li> <li>• Conduct and report on site visits as and when required, utilising approved M&amp;E protocols and in line with the approved M&amp;E plan.</li> <li>• Produce high-quality reports clearly communicating the impact achieved through each social investment made.</li> </ul>
<b>General activities</b>	<ul style="list-style-type: none"> <li>• Engage with various stakeholders to ensure strong networks and understanding of the social investment space.</li> <li>• Produce high-quality insight pieces on various social investment topics for our website and other platforms as a contribution to Tshikululu's thought leadership.</li> <li>• Provide additional support to ensure effective implementation of social investment team activities, including business development, as and when required.</li> </ul>

### 3. **ROLE REQUIREMENTS Qualifications and Experience**

- Degree in Development, Economics, Business Science, Social Science or similar required
- 2-3 years' experience in social investment, project management, consulting preferred
- Experience in stakeholder engagement/green economy/youth employment/health preferred

### 4. **KEY INTERACTIONS / RELATIONSHIPS**

Internal stakeholders  
 Programme partners  
 Clients

*Preference will be given to South African citizens. Candidates with a disability are encouraged to apply. Appointments will be made in line with Tshikululu's Employment Equity plan and other required legislation.*

*Tshikululu Social Investments will not be liable for interview travel cost or relocation cost.*

*We reserve the right not to proceed with the filling of the advertised post.*

*An application will not in itself entitle the applicant to an interview.*

*Please ensure that you meet the above requirements before you apply.*

*Only short-listed applicants will be contacted.*

Please email your applications to: [careers@tshikululu.org.za](mailto:careers@tshikululu.org.za)

***Closing date: Applications will be considered on a rolling basis.***

**If you have not been contacted within four weeks of the closing date, please accept that your application was unsuccessful.**