

# KINJANI

## Job Description

**Role:** Investment Associate

**Location:** Cape Town, South Africa (In-Person)

**Starting:** June 2026

### About Kinjani

Kinjani is a platform for science-driven founders transforming industrial supply chains in Africa. We help local entrepreneurs build and scale businesses tackling climate challenges, providing commercial, financial, and strategic support.

Our focus spans food systems, restorative minerals, manufacturing, and urbanisation. The outcomes we care about: high-quality carbon removal and avoidance, water access, biodiversity enhancement, and economic resilience. We believe the most important climate solutions of the next decade will be built on this continent.

Our founding team brings deep experience in climate investing, engineering, sustainability consulting, fundraising, and business building. We are proving that business can be a profound force for good; and we want the right person alongside us to do it.

### Role Overview

We are looking for an Investment Associate to help identify, evaluate, and support high-potential climate ventures across Africa, and to contribute to how Kinjani's investment process develops over time.

This is an early-stage role at an exciting firm. You will work across the full investment lifecycle; from sourcing and screening to due diligence, deal execution, and portfolio support. There is real scope to shape the role as the organisation grows.

The profile we have in mind: someone with an entrepreneurial mindset, a technical background (e.g. a science or engineering foundation) who has since built commercial muscle (e.g. through an MBA, a stint in finance, consulting, or business development, or a combination). You understand how things work at a technical level, and you know how to evaluate whether they can become a business.

## Duties and Responsibilities

### Investment Research & Analysis

- Conduct market research and develop industry reports across Kinjani's focus areas, food systems, minerals, manufacturing, and urbanisation.
- Track climate finance trends to sharpen our investment thesis over time.
- Monitor the competitive landscape across our focus sectors: who is building what, where capital is flowing, and where the white spaces are.
- Develop and maintain a point of view on specific sub-sectors and technologies relevant to Kinjani's portfolio, drawing on scientific literature, industry reports, and direct conversations with founders and experts.

### Deal Flow & Investment Management

- Source and screen startups from across Africa, through both inbound deal flow and proactive outreach.
- Support the team in managing the deal pipeline, scheduling calls, tracking touchpoints, and keeping Kinjani's CRM (Odoo) current.
- Conduct technical, financial, and commercial due diligence on prospective investments.
- Prepare investment memos, term sheets, and transaction documents.
- Support deal execution, syndication efforts, and Investment Committee presentations.

### Portfolio Support

- Provide strategic input on business models, commercialisation pathways, and fundraising, shared with founders as part of Kinjani's value-add.
- Facilitate introductions to mentors, advisors, and industry contacts.
- Monitor and report on portfolio company performance.
- Adhoc administrative support, including co-ordination and communication with founders.

### Ecosystem & Growth

- Represent Kinjani at industry events, building relationships with investors, researchers, and policymakers.
- Contribute to thought leadership through reports and speaking.
- Be an ambassador for Kinjani's values inside and outside the organisation.

## Qualifications & Experience

The profile that fits this role is not the standard finance-track VC associate. We are specifically looking for someone who:

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- Has an undergraduate degree in science, engineering, or a related technical field (e.g. chemical engineering, environmental science, physics, biology, materials science, or similar).
- Has built commercial or financial experience on top of that technical foundation, through consulting, business development, investment banking, an MBA, or similar. Formal qualification is a plus; demonstrated ability is what counts.
- Has 2–5 years of relevant professional experience. We are not looking for career VCs, we want someone who has done real work in the world and is now ready to back others doing the same.

## Who You Are

- Genuinely interested in climate solutions and the mechanics of early-stage venture investing.
- Brings diversity of background to our small and agile team.
- Intellectually curious and persistent - willing to go three layers deep on a problem before forming a view, and always open-minded and willing to change their view with new evidence.
- Entrepreneurial and proactive. This is a dynamic team. You will be expected to figure things out proactively, not wait for direction.
- Commercially sharp but not tunnel-visioned - you understand that impact and returns are not opposites.
- Adaptable and comfortable with ambiguity. Early-stage investing doesn't follow a script, you adjust quickly, stay steady under uncertainty, and find a way through.
- Committed to Africa's development and the continent's role in the global climate response.
- Experience in climate tech, sustainability investing, or deep-tech startups is an advantage. Curiosity and aptitude matter more.

## What You'll Gain

- Firsthand experience in climate tech venture capital at a firm building from the ground up.
- Exposure to high-growth startups tackling real industrial and environmental challenges.
- Mentorship from experienced investors and operators with backgrounds in engineering, consulting, and impact finance.
- Deep insight into Africa's emerging climate innovation ecosystem, and the relationships that come with it.
- Competitive base salary, with carried interest participation, your upside is tied directly to the outcomes you help create.

**How to Apply:** Interested candidates should send a CV and a cover letter outlining their interest and qualifications to [hello@kinjani.com](mailto:hello@kinjani.com). Applications will be reviewed on a rolling basis.