

Job Title: Investment Manager
Location: Nairobi, Kenya
Contract: Permanent & full time
Salary: Commensurate with experience

1. Introduction

AgDevCo Ventures (AV) is recruiting for an Investment Manager to join our East Africa team in AgDevCo's regional office in Nairobi.

Established in 2009, AgDevCo is a social impact investor that invests in agribusinesses in Sub-Saharan Africa. It is a permanent capital vehicle with c\$340 million under management and growing. AgDevCo's aim is to promote sustainable and commercially viable agribusinesses and to achieve high development impact by reducing poverty, contributing to wider economic growth and development.

AV is a new investment vehicle that has raised \$46m to invest in early-stage agri-SMEs in East Africa. Established as an AgDevCo's subsidiary, AV will invest mezzanine debt into African agribusinesses to support the growth of those businesses whilst creating jobs, improving food security, and boosting regional prosperity. Our investments offer a way of leveraging large amounts of private capital into socially responsible farming and agri-processing businesses in Africa, with major benefits for smallholder farmers and local communities.

The role will focus on investments in Kenya, Ethiopia, Uganda, Rwanda and Tanzania, with potential to invest outside of East Africa in due course. The Investment Manager will report to the Head of AgDevCo Ventures.

AgDevCo has regional offices and in-country presence in East, West and Southern Africa – and investments in >10 countries in sub-Saharan Africa. AgDevCo Ventures is launching in 2026, and the successful candidate will be among the first resources hired to begin this exciting work.

2. Role

The Investment Manager role will involve:

- ▶ Helping originate investment opportunities in the East Africa region (Kenya, Uganda, Tanzania, Ethiopia and Rwanda).
- ▶ Conducting due diligence and developing investment proposals for new investments.
- ▶ Contributing to portfolio management of existing investments.
- ▶ Providing general support to the AV team on operational matters (budgeting, funder reporting etc.).

3. Specific responsibilities

Investment Management (60%)

- ▶ Work with colleagues to identify, negotiate and appraise a portfolio of mezzanine agribusiness investments. This involves:

- deal origination and initial screening and appraisal of new investment opportunities in East Africa;
- alongside the Head of Ventures, participate in commercial negotiations relating to the structure and terms of any potential investment;
- carrying out due diligence of investment opportunities, including oversight of AV Analysts /Associates and specialist project team members, as well as liaising with third-party service providers as required;
- preparing and writing internal investment approval papers, as well as presenting these to AV’s Investment Committee; and
- overseeing the legal execution of any approved transaction, working closely with internal and/or external legal counsel.

Portfolio Management (30%)

- ▶ Provide on-going portfolio management and reporting on portfolio investments, to include:
 - being the primary point of contact for multiple AV investments;
 - monitoring and evaluation of investment performance against key targets, including the management and reporting of potential business/investment risks as they arise;
 - providing (or procuring from within AgDevCo or externally) investee support or technical assistance to help investees as required;
 - involvement in quarterly portfolio reporting to AV’s IC/Board;
 - work with AV team to ensure that resources are most effectively utilised across the portfolio; and
 - developing and maintaining an active pipeline of investment opportunities in East Africa.

Operations (10%)

- ▶ Work closely with the Head of Ventures to manage the day-to-day activities and overall financial performance of AV:
 - participate in budget and investment target setting;
 - work with team on overall strategy, cost-management and operational objectives;
 - monitor financial performance against agreed KPIs; and
 - contribute to external reporting.

Reporting

The Investment Manager will be an integral part of a small investment team, reporting to Head of Ventures. With respect to matters relating to new and existing investments, the employee will also work with specialist teams (Ag/Operations, Legal, Finance, ESG and Impact).

4. Profile

Interested candidates that meet the following requirements should consider applying.

- ▶ Not less than 6-8 years' experience in a relevant investment business (e.g. venture debt, DFI, impact investor, SME investor, or commercial bank), preferably with direct experience working with early-stage companies;
- ▶ Experience of working in Africa in an investment role, ideally with agribusiness exposure;
- ▶ Excellent analytical, finance, and negotiation skills (including familiarity with mezzanine debt instruments);
- ▶ Strong financial modelling skills (including equity valuation models);
- ▶ Excellent oral and written communication skills;
- ▶ Collegiate working style with a strong management capability;
- ▶ Ability to develop and manage strategic relationships with donors, peer organizations and potential investees;
- ▶ Ideally an understanding and experience of donor funding and development priorities in Africa and their reporting requirements.

5. Why should you join us?

Successful candidates will be offered the following:

- ▶ a competitive salary and benefits package;
- ▶ a discretionary annual performance bonus;
- ▶ private medical insurance;
- ▶ flexible working arrangements;
- ▶ the opportunity to travel internationally and gain valuable international experience and insight;
- ▶ the opportunity to be part of a diverse team of friendly, collaborative and highly skilled professionals; and
- ▶ the opportunity to contribute to Africa's economic development in a meaningful way.

6. How to apply?

Interested candidates should submit their applications through AgDevCo's online application [form](#).

To be considered, email applications must include all of the following:

- ▶ proof of the right to work in the Kenya without the need for sponsorship;

- ▶ a CV that details all relevant experience;
- ▶ a covering letter that describes the motivation for applying to the role and for pursuing a career in impact investing and agricultural development; and
- ▶ transcripts for any and all undergraduate and postgraduate degree courses completed. When transcripts are not yet available, please note this in your application.

Shortlisted candidates will be invited to complete writing and financial assessments prior to being invited to interview.

Please note that we are unable to individually respond to every application. If you have not heard back from AgDevCo within 30 business days, we regret to inform that your application was not successful.

7. Diversity

AgDevCo is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, disability, or age.

8. GDPR

Please note that by submitting an application to AgDevCo, it is understood that candidates acknowledge and accept the following statement:

“In submitting this application, I agree that AgDevCo may collect the personal data it contains and use that data for current and future recruitment. In the event that my application is unsuccessful, I understand that my details will be securely destroyed after six months.”