

Sustainable Development Impact (SDI) Manager

InfraCo Africa seeks to alleviate poverty in frontier markets: by mobilising private sector expertise and finance to develop high-quality infrastructure projects that enable sustainable economic development.

Our Company

InfraCo Africa – part of the Private Infrastructure Development Group (PIDG) - seeks to alleviate poverty by mobilising investment into sub-Saharan infrastructure projects. It does this by:

- Investing directly into early-stage projects which need the financial commitment and support that InfraCo Africa can bring
- Funding experienced teams to provide project development leadership
- Providing equity to close a financing gap and start construction
- Investing into innovative businesses that need our support to scale-up or enter new markets

Established in 2004, InfraCo Africa is managed as a private company although funded by the governments of Switzerland (via [SECO](#)), the Netherlands (via [DGIS](#)) and the UK (via [FCDO](#)). This means that we are continuously balancing commercial viability and development impact. For example, we get involved in infrastructure projects before everyone else, at a stage when the costs and risks are too high for the private sector. We will prioritise projects in the poorest or most fragile countries and those that are the first of their kind or doing something truly innovative to help local communities. Yet, we also choose projects that with our help can become bankable and reach financial close, enabling us to recover our costs and reinvest. Our projects are also developed to the highest environmental, social, health and safety standards and we embed good governance, transparency and leading ABC practices into everything that we do. The inherent tension, between sustainable development impact and commercial viability, is unique to InfraCo Africa and differentiates our involvement in projects.

InfraCo Africa's commitment ensures that infrastructure is developed to the highest standards: from a concept, to a financeable investment opportunity, to a proven operating business. Our projects improve living standards and empower economic development across sub-Sahara Africa.

Our People

Our Business Development Team: has a deep expertise in the technologies it develops, in governance and in project contracting and financing. They are responsible for the origination and development of InfraCo Africa's projects.

Our Asset Management Team: has a deep expertise in the construction of infrastructure projects and the governance of successful businesses. They are responsible for overseeing the construction and operation of InfraCo Africa's projects, protecting its corporate interests and ultimately managing its exit and successful recovery of invested funds.

Our Investment Team: has a deep expertise in identifying, evaluating and managing investments. They are responsible for identifying and managing InfraCo Africa's investment into innovative operating infrastructure businesses. They are also responsible for protecting InfraCo Africa's corporate interests, and ultimately managing its exit and successful recovery of invested funds.

Our Corporate Team: has a breadth of expertise from financial management and accounting to sustainable development impact, corporate and project law, HR and marketing. They are responsible for the effective and efficient operation of our business.

Role

The Sustainable Development Impact (SDI) Manager primarily reports to InfraCo Africa's Chief Operating Officer (COO) but is also a key member of the PIDG Group SDI team, with a secondary (dotted) reporting line into the Group Head of SDI.

The SDI Manager is responsible for ensuring that InfraCo Africa's projects/investments have a clearly understood and articulated pathway to impact, have plans/processes/systems in place which manage or mitigate SDI risks and maximise SDI, and have evaluation frameworks which improve visibility and provide robust data on the sustainable developmental impact of projects/investments, in line with Group wide systems. The SDI Manager will also have the opportunity to take up group wide assignments to further progress PIDG SDI systems, as they arise, and in line with specific expertise and career interests.

Responsibilities

The SDI Manager is expected to:

- Help InfraCo Africa achieve its SDI, climate, gender and disability ambitions as part of the PIDG Group;
- Be a member of the PIDG Group SDI Team: identifying areas for learning and sharing knowledge from InfraCo Africa's application of PIDG SDI systems; and contributing to the continuous development of PIDG Group SDI management systems, processes and tools;
- Create and manage an SDI plan which plots anticipated SDI clinic dates (and agenda), monitoring/evaluation requirements across our projects/investments, and any specific SDI interventions or internal initiatives (including training, tool development etc. as part of the PIDG Group SDI Team);
- Track delivery against the SDI plan and budget, updating both as required, and providing regular progress summaries to the COO;
- Ensure that the Business Development, Investment and Asset Management teams understand the SDI strategic priorities and standards defined by PIDG SDI and that these are being adhered to appropriately throughout the origination, development, construction and operation of projects/investments (particularly in respect to climate, gender, affordability, disability & nature);
- Working together with the SDI Analyst and HSES Manager, review new opportunities and oversee any needed SDI due diligence ahead of securing PIDG Clearance in Principle or Endorsement, and PIDG Investment Committee approval;
- Working closely with Business Development, Investment and Asset Management teams to drive the best possible development impact from each project/investment, recommend ways to do more without compromising the feasibility and commerciality of the project/investment (with a specific focus on climate, gender, affordability, disability and nature);
- Partner with InfraCo Africa's project companies (and the Asset Management team) to review/input to their SDI frameworks and policies, and help identify opportunities to deepen / broaden business as usual activities to capture the SDI data required to robustly monitor and evaluate projects/investments;
- Provide advice and guidance on the incorporation of SDI initiatives, commitments and measures into project documentation, governance frameworks or operational/construction practices to ensure that the identified SDI benefits are delivered;
- Working with the Asset Management team, project company and PIDG SDI to lead the design, procurement (if appropriate) and implementation of SDI evaluation frameworks that will provide

- robust evidence of the impact of InfraCo Africa's projects/investments, inform continuous improvement and allow for lessons to be learnt and shared across the PIDG group and externally;
- Ensure sound evidence underpins all internally or externally reported SDI results and that such results are accurate, up-to-date and can withstand scrutiny; and
 - Provide input on sustainable development impact aspects as needed for InfraCo Africa's portfolio reviews, strategy reviews and preparation of annual business plans;
 - Contribute to the development of PIDG-wide SDI frameworks, processes and systems as part of the PIDG SDI functional team;
 - Help to deepen and facilitate a positive and productive working relationship between teams within InfraCo Africa and the wider PIDG Group, including the implementation and operationalisation of new PIDG SDI initiatives;
 - Contribute to PIDG SDI led learning initiatives and coordinate input from across InfraCo Africa's teams as appropriate; and
 - Collaborate with InfraCo Africa's sister PIDG-companies on the implementation and evolution of PIDG SDI management systems.

In addition, the SDI Manager will line manage the SDI Analyst, supporting their personal and professional development and providing whatever guidance, review or input is needed by them to:

- Complete SDI Scorecards and any other materials required as part of the PIDG Group SDI review of new projects/investments to secure SDI Clearance in Principle and Endorsement Notes;
- Undertaking desktop research or analysis to develop Gender Equality Assessments (GEAs) and/or support impact assumptions or impact baselines during the due-diligence or development of a project;
- Working with our projects/investments to complete and update a Results Monitoring Sheet (RMS) key milestones are reached, and then track achievement of the expected impact of a project;
- Co-ordinate an annual review of all active SDI Scorecards and RMSs, reviewing submissions from projects, checking data points and addressing any questions/issues raised by them or by PIDG SDI;
- Working with the Finance, Compliance and HSES teams to collate information from across our business to complete and co-ordinate submission of monthly and quarterly reports to PIDG; and
- Working with project and investment teams to track and forecast InfraCo Africa's commitments and manage its country and sector exposure limits with PIDG Risk, updating reports and databases accordingly.

Experience and Qualifications

We expect you to:

- Have a relevant degree with a strong analytical or research component and ideally a focus on International Development;
- Have at least five years of experience in identifying and evaluating the developmental impact of infrastructure projects in emerging markets (ideally, with field experience and a specialism in climate, gender, nature/biodiversity or disability);
- Have a demonstrable interest in how infrastructure supports international development and achievement of the UN Sustainable Development Goals;
- Demonstrate highly developed interpersonal skills and an ability to work within a virtual international team.

Personal Qualities:

Analytical precision: Able to dive into the detail of a project report or study to challenge their accuracy, balancing technical precision against achievement of the overall objective.

Perseverance: Able to maintain focus and commitment to completing a task despite delays or tight deadlines, keeping the long-term objective in sight whilst patiently overcoming immediate obstacles and flexing priorities.

Collaborative: Able to build strong, lasting relationships with a diverse mix of individuals and businesses and to use these to share ideas and work collectively to resolve issues.

Integrity: Demonstrates professionalism in all that they do and acts with integrity even when that means walking away from something that might be to their own advantage.

Location: This position could be based in Nairobi, Casablanca or London depending on where the candidate is currently located

Package: Available on request.