

Vacancy Announcement: Senior Investment Manager (Social Impact Investing)

Kampani is an impact-first investment fund exclusively targeting the hard part of “missing middle” in agro-food chains across the developing world. We provide patient growth capital for capex-heavy investments. Please see below more information about our unique fund.

We are seeking a dynamic, experienced, and entrepreneurial senior investment manager to bring his/her passion for supporting farmers in the global south to lead the growth and expansion of our venture.

You will be entering a fast-paced environment, working directly alongside the Executive Director in building a successful blueprint to grow our fund from 4 million EUR to 20 million EUR over the next few years. Kampani currently has a small team. Versatility and flexibility are required. You will be given a lot of responsibility.

Function and responsibilities

- Take leadership role in all stages of portfolio management from pre-selection, all deal making phases, through the deal monitoring and managing the exits.
- Develop and execute, alongside the Board and Executive Director, an organizational and fundraising strategy to grow the fund to its 20M EUR target size over the next few years.
- Help build and manage a light and flexible structure that is ready to expand.
- Oversee the transition to complete stand-alone management of the fund (insourcing certain activities currently outsourced to strategic partners).
- Have end responsibility for operations management, ensuring the smooth functioning of the team and organization.
- Lead financial management department and back office.
- Support and build synergies and relationships across the sector and with specific partners (investment advisors, NGOs providing technical assistance, ...)
- Instil trust and demonstrate commitment to the core ambition of Kampani which is to achieve positive societal impact.

Requirements

- Strong financial background is a must.
- At least 10 years of experience in investment banking, fund management, corporate finance, or comparable field.
- Specific (social) impact investment experience is a major plus.

- Strong corporate finance skills: skilled in analyzing business plans, producing sophisticated financial modeling, and conducting risk analyses.
- First class university education, master's degree or higher, preferably in finance, business administration, development economics, or related field.
- Language: verbal and written fluency in English, Spanish and French is a must; fluency in Dutch is a strong plus.

Candidate Profile

- Experience in co-designing and executing impact investment strategies, together with the management and in dialogue with the Board.
- Proven track record of fundraising and business development.
- Strong communication skills and the ability to articulate and convey important messages in a compelling manner.
- Inter-cultural and inter-personal aptitude; able to work successfully with people from different backgrounds and incorporate their lived experience into collaborative projects.
- High level strategic thinker that is also willing and skilled at providing hands-on support for portfolio companies.
- Passionate about and committed to social impact and ESG principles.
- Entrepreneurial spirit: effective and flexible as a self-starter and co-creator.
- Prior experience managing people and building a well-functioning organisation.
- Experience in agriculture, especially in developing nations is a plus.
- Experience working and living in developing nations is a plus.
- EU work permit required.
- Position based in Brussels, Belgium.

What we offer

- Dynamic environment ripe with opportunity to shape the future of an innovative social impact investment fund.
- Exposure to and interaction with (senior) leadership of co-actors in the agri-food ecosystem and impact investment sector
- Regular opportunity to travel to the Global South
- No two workdays are the same. In the same day you will speak with farmer leaders with very little formal education as well as negotiate the nuts and bolts of a shareholder agreement with a top tier consultant.
- Compensation package commensurate with experience.

The process

- Submit your resume and motivation letter to wvandersypen@kampani.org by 31 July 2021.
- Longlisted candidates will be interviewed by the Executive Director via a telephone interview.
- Shortlisted candidates will be interviewed in person by a four-person selection committee. These interviews will take place in Brussels at the end of August or the beginning of September. Kampani will reimburse travel expenses for candidates from outside of Belgium for a maximum of 500 EUR per candidate.
- The same day, the shortlisted candidates will complete a case study, culminating in a 20-minute presentation to the selection committee.
- We hope to fill this position as soon as possible.

ABOUT KAMPANI

A social impact fund

Kampani is set up like a commercial growth capital fund, yet adapted to the particularities of producer organisations in Africa, Asia and Latin America. It has raised capital from a consortium of the King Baudouin Foundation, private individuals, social investors and NGOs, a combination which offers the greatest chance for success. The private investors bring the discipline of the market and business acumen and they ensure proper and qualitative due diligence and risk management. The NGO shareholders identify potential deals and bring the logic and constraints of the developing world into the investment decision-making. They also represent Kampani's eyes and ears on the ground post-deal.

Kampani is at an exciting strategic growth point. After proving the model successful over the past 5 years, the Board has concluded that Kampani's type of finance and its resulting impact deserves to be scaled. As such, we are seeking to simultaneously grow our team alongside growing the fund. **This position represents the opportunity to help shape and cultivate the future of a highly impactful investment fund that prides itself on being an exemplary model in the impact investment industry.**

Operationally, Kampani has worked with Alterfin for due diligence, back office, portfolio monitoring and other tasks. **In our growth strategy, we are looking to move more of these services in house, while simultaneously maintaining a light structure.**

To help mitigate the risks, Kampani's investments may be combined with continued capacity building, training and other forms of support for the producer organisation. For this, it counts on the expertise of the NGO shareholders: Rikolto, Louvain Coopération, Trias, Oxfam Wereldwinkels and Broederlijk Delen. Kampani will always negotiate a mandate on the Board of the investee to monitor progress closely and provide advice.

The Missing Middle

Some producer organisations in the South make impressive social and economic progress. Increasingly, these farmers no longer see themselves as poor – trying to survive – but as ambitious, rural entrepreneurs. They have become catalysts for development. **But as these organisations grow and expand, they face a huge obstacle: lack of access to capital.** They have outgrown the microfinance market, but are still too small and fragile to be eligible for the traditional investment market or even for most social investors. They are confronted with the so called missing middle.

Kampani stands out from other social investors thanks to an audacious combination of strategic choices:

- Investing directly and strengthening the balance sheet of the investee through the use of equity or quasi-equity
- A long investment horizon of up to 10 years
- Only in the agro-food value chain
- Active involvement in the governance of the investee
- Small investment amounts (100k to 500k euros), with add-on opportunities raising exposure to a maximum of 1 million.

This pioneering combination of strategic choices constitutes Kampani's unique selling proposition. Having built a rather exceptional ecosystem via its shareholders – comprising most of the relevant players in Belgium – and a limited number of close partners, Kampani is convinced it can face the challenges inherent to this approach. For instance, Kampani sources its deals via this network. This generates significant cost savings and accelerates the trust building between Kampani and the investee.

Our added value

Kampani invests in businesses of producer organisations of smallholder farmers in the South. The investment targets can be businesses or cooperatives which produce, process, trade and/or market agro supply, farming products and their derivatives.

By targeting the missing middle, Kampani aims to:

- increase the farmers' income
- improve the farmers' position in agricultural product chains
- contribute to the development of their communities

The social impact is a crucial part of the investment decision-making. Kampani gives equal weight to the social impact on smallholder farmers and to the financial return on investment.

For more information please visit our website: www.kampani.org