

## Senior Portfolio Manager Impact Investing

<b>Geography</b>	Amsterdam, The Netherlands
<b>Size parameters</b>	Anthos Fund & Asset Management B.V. (AFAM) is part of COFRA Holding A.G. AFAM provides investment management services to the Brenninkmeijer family and its related entities. AFAM is a fully regulated Dutch asset manager. It has some 35 employees, including 11 investment managers, and manages 9 asset classes for 5 clients on the basis of 46 mandates and 21 products.
<b>Positioning</b>	<p>The Senior Portfolio Manager for impact investing reports to the Head of the Impact Investing Team.</p> <p>Along with the other portfolio managers, he/she is responsible for the impact and financial performance of the respective investment(s) he/she originates and manages.</p>
<b>Purpose of the job and added value to the team</b>	<p>Contributes to client satisfaction by managing the relevant investment portfolio(s) – subject to the restrictions set by the mandate and with optimum risk diversification – and by assuming responsibility for the proper management of the business line / asset class in order to maximise performance for the client.</p> <p>The new hire is expected to augment team capabilities by exhibiting superior skills in direct investing, with a particular focus on expertise in at least two of the following:</p> <ul style="list-style-type: none"> <li>- Emerging markets professional network (with a preference for a focus on sub-Saharan Africa);</li> <li>- Direct investment valuations (with applicable formal accreditations);</li> <li>- Technical/thematic expertise within circular economy, renewable infrastructure or credit access (with a strong preference for a focus on circular economy).</li> </ul>
<b>Key result areas:</b>	<ol style="list-style-type: none"> <li>1. Client satisfaction <ul style="list-style-type: none"> <li>o Providing SMART input to the head of the team, enabling the client to define its Strategic Asset Allocation (SAA) and the social impact generated.</li> <li>o Making a professional and valuable contribution to discussions.</li> </ul> </li> </ol>

	<ol style="list-style-type: none"> <li>2. Making the asset class accessible to the client in the most attractive way possible, including impact reporting and pre-assessment as well as communicating inflows and outflows.</li> <li>3. Communicating openly and transparently regarding the policy pursued and the results achieved.</li> <li>4. Thinking proactively about the products/portfolios that meet current and future client needs.</li> <li>5. Contributing to maintaining and improving client satisfaction.</li> <li>6. Investment performance             <ul style="list-style-type: none"> <li>o Ensures good investment and impact results, based on an active policy in relation to the choice of investments.</li> </ul> </li> <li>7. Managing the investments             <ul style="list-style-type: none"> <li>o Is responsible for the investment management for Antheia and Skopos fund investments. Takes end-to-end responsibility for originating, due diligence and presenting investment opportunities.</li> <li>o Has direct investment experience (this is essential) (origination, board representation).</li> <li>o Has ultimate responsibility (alongside the Head of the Impact Investing Team) for the respective portfolio investments executed (incl. related areas such as risk management and legal), including minimising operational incidents.</li> <li>o Suggests improvements and seeks optimum collaboration within and outside the business line.</li> <li>o Ensures correct implementation of all relevant processes within the asset class.</li> <li>o Is expected to get up to speed on the impact dimension and also due diligence along that dimension.</li> </ul> </li> <li>8. Complying with the operational framework             <ul style="list-style-type: none"> <li>o Operates within the mandate for the relevant asset class.</li> <li>o Enforces risk-management policy.</li> <li>o Complies with all internal and external rules.</li> <li>o Within the active policy, takes risks to the extent this is acceptable to the client.</li> </ul> </li> <li>9. Providing analysis and assessment             <ul style="list-style-type: none"> <li>o Proactively develops a broad and robust vision of the financial markets and related fields (risk, IT, compliance, legal) and especially of his/her own asset class; based on this, takes investment decisions relating to his/her own asset class; defines business line management.</li> </ul> </li> </ol>
--	---

	<p>10. Responsibility and consultation</p> <ul style="list-style-type: none"> <li>○ Supports the Head of the Impact Investment Team and the rest of the team in presenting impact investing opportunities both internally and to client stakeholders.</li> <li>○ Contributes within the Impact Investing Team as well as the Investment Department to a professional dialogue between investment managers.</li> <li>○ Contributes to strategic impact investing targets being met.</li> <li>○ The role involves no team or constituency management responsibilities other than to support the Head of the Impact Investment Team in presenting results and investments to internal stakeholder and clients.</li> </ul>
<p><b>Qualifications:</b></p> <ul style="list-style-type: none"> <li>• <b>Formal education</b></li> <li>• <b>Work experience</b></li> <li>• <b>Language skills</b></li> </ul>	<p><b>Formal education</b></p> <ul style="list-style-type: none"> <li>• Tertiary-level education, ability to think and work at an academic level.</li> </ul> <p><b>Work experience</b></p> <ul style="list-style-type: none"> <li>• Direct investment experience and board experience in one or both of the following sectors: renewable infrastructure or circular economy.</li> <li>• At least one full investment cycle in private equity in an investment manager role or at greater seniority / at least five years' direct investment experience with direct line responsibility [i.e. performance evaluation] for either (i) EUR 100 m AUM (ii) or eight simultaneous portfolio companies; or</li> <li>• Manager/Principal or equivalent, with at least seven years' experience in a financially oriented top-tier management consultancy with expertise in impactful thematics (e.g. Bain/Bridgespan, Deloitte/Mentor, Bridges Ventures)</li> </ul> <p><b>Language skills</b></p> <ul style="list-style-type: none"> <li>• Written and spoken EnglishDutch is desired but not compulsory</li> </ul>

Competencies	<p><b><u>Business line responsibility</u></b></p> <p><b>Organisational sensitivity:</b> Recognising the effects and results of one's own decisions or activities on other parts of the organisation; recognising the interests of other parts of one's organisation. Understanding the impact of the investment management on the overall portfolio and on other teams. Identifying problems, listening to needs and requirements.</p> <p><b>Persuasiveness:</b> Attempting to persuade others to adopt a certain standpoint and trying to reach agreement by making use of appropriate arguments and methods. Motivating and convincing others within and outside the business line to make adjustments to their processes in order to optimise the business line results.</p> <p><b><u>Investment responsibility</u></b></p> <p><b>Judgement:</b> Drawing correct and realistic conclusions based on the information available.</p> <p><b>Decisiveness:</b> Actively making decisions; committing oneself by expressing opinions, taking action.</p> <p><b>Extra-organisational awareness:</b> Demonstrating awareness of social, political and economic developments and using this knowledge effectively for one's own role and the organisation.</p> <p><b>Initiative:</b> Recognising opportunities and acting on them; self-starting rather than waiting passively to see what happens.</p>
--------------	--

