



Fossil Free South Africa: Sustainable Finance Analyst job description and KPIs

Introduction

Fossil Free SA (FFSA) is a ten-year-old, established campaign working to end the fossil fuel industry in South Africa through climate leadership, fossil fuel divestment and reinvestment, and challenging greenwashing in all its forms. We understand that the real core of the 'climate crisis' is a fossil fuel industry regulatory crisis. FFSA's core campaigns include:

- Promoting active climate leadership supported by fossil fuel divestment by individuals and institutions—especially universities,
- Ending greenwashing practices, notably in the creative industries (including advertising, design, and media sectors),
- Campaigning for bans on fossil fuel advertising.

Reporting: The Sustainable Finance Analyst will report to FFSA's director and finance team coordinator and will have regular mentorship and collaboration opportunities with the FFSA finance team and our regular partner organisations.

Location: Ideally Cape Town-based, predominantly remote work; some in-person meetings and South African travel may be required; international travel to Fellowship meetups.

Compensation: A competitive nonprofit sector salary (R36 000/month), with some health and professional development benefits. Details upon request or during the interview process.

Application process: Applications are open until Friday 22nd August 2025; shortlisted candidates will be contacted for interviews during August/September 2025.

Objectives

- Accelerate FFSA's impact with South African asset managers by:

- Facilitating the development and uptake of fossil fuel-free funds,
 - Enhancing portfolio decarbonisation efforts sector-wide.
- Strengthen FFSA's dialogue with university investment committees to drive divestment and concrete steps toward sustainable reinvestment.

Deliverables and key performance indicators (KPIs)

The Sustainable Finance Analyst will be expected to work towards realisation of these activities and targets.

Deliverable/Task	KPI/Metric	Timeline/Notes
Develop a climate & ESG workshop for asset managers	At least one workshop delivered; 80% positive feedback	By March/April 2026
Produce strategic briefings on #InvestFossilFree asset managers	Minimum 3 detailed briefings, each with clear gaps/recommendations	Briefings submitted by May, August, November 2026
Support engagement with targeted asset managers (#IFF)	At least 8 meetings or documented engagements	Ongoing/quarterly reporting
Devise strategic plan for Public Investment Corporation engagement	Strategy document produced and 2 collaborative meetings with NPOs	By July 2026
Lead webinars for citizen-investor community	Minimum 2 webinars; >60 participants in total	By September 2026
Meet with two university investment committees	Two engagement sessions documented	By August 2026
Update/expand Fossil Free SA Planet A Investment Guide	Substantive revision; new section on ESG funds	By August 2026

Regular internal and partner meetings	Monthly attendance; proactive contribution	Throughout fellowship
Monitoring, reporting, and evaluation	Monthly written reports; end-of-fellowship evaluation	Ongoing/final review

Work environment, values, and expectations

Team size and culture: FFSA currently comprises 11 people, fostering a collaborative, egalitarian, and mission-driven environment.

Values: Deep commitment to humane, human rights-based values and active challenge of sectoral orthodoxy.

Professional norms: Candidates should be receptive to new approaches, able to work with limited supervision, and open to (occasionally) joining peaceful protest actions as part of wider campaign strategies.

Equity and safeguarding: FFSA is committed to a safe, inclusive environment. We strongly encourage applications from black, LGBTIQ+, female, disabled, and other historically marginalised candidates.

Candidate profile — required/preferred qualifications

- Degree in finance, economics, ESG, climate policy, or related field. Postgraduate qualification advantageous.
 - 2–7 years' experience in finance, climate policy, sustainability, or stewardship roles.
 - **Technical skills:** financial markets knowledge, financial analysis, asset management, portfolio construction, ESG metrics, sustainability reporting (not necessarily all).
 - Advocacy and stakeholder engagement experience preferred.
 - Prior exposure to climate and climate finance, asset management, or responsible investment practice is an advantage.
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Professional development

- Participation in fellowship-wide leadership and climate finance workshops run by partners.
 - Opportunities for mentorship, skills coaching, and project leadership.
 - Exposure to national and international networking in sustainable finance.
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Safeguarding and well-being

FFSA upholds the principles of workplace equity, health and safety. Support for your well-being and inclusivity is integral to the role.

Application process

Applications must include a CV, cover letter, and two referees. Recruitment closes Friday 22nd August 2025. Interviews by end August / early September.

This role is ideal for someone seeking not only technical finance impact, but also purpose, growth, a progressive professional environment, and a passion for social and environmental justice.

About the Climate Finance Fellowship

This role is part of the Climate Finance Fellowship, a 12-month program designed to bridge the talent gap in the climate finance sector. The Fellowship supports mid-career finance professionals who are looking to transition into purpose-driven, climate-focused work—particularly within nonprofit and civil society organizations across the Global South.

Now entering its second cohort (following a successful inaugural program in 2024–2025), the Fellowship places participants within high-impact host organizations, in full time roles, where they take on a core finance or strategy role related to climate finance. In addition to this placement, Fellows join a cohort-based learning journey that includes:

- ☐ Tailored climate and leadership development modules
- ☐ One-on-one coaching and mentorship
- ☐ Peer learning and community exchange
- ☐ Access to professional networks in climate and development

- A dedicated professional development fund to support individualized learning goals

The Fellowship is led by **Surge Climate Talent** (SCT), with program design and implementation managed by **Global Good x Amani**, an international impact consulting and leadership development firm. Together, SCT and GGxAmani work to ensure host organizations are supported, Fellows are set up for success, and the program contributes meaningfully to strengthening the climate finance ecosystem.

This opportunity is especially suited for professionals from the private or public sectors with strong finance or related sector experience who may not yet have worked in climate or nonprofit contexts. It is also open to those currently in the nonprofit sector seeking to specialize in climate finance. Additionally, in this second cohort, the fellowship also includes some legal placements (e.g., in regulatory or compliance-oriented teams), where the role has a clear emphasis on finance-related or corporate law responsibilities, and the organization views this as a long-term strategic role, rather than a short-term or one-off project.