

## **JOB DESCRIPTION**

### **Job Title**

Climate Finance Analyst: African DFIs and Just Transitions

### **Location**

Hybrid: Stellenbosch, South Africa (in-person office work combined with remote work days).

The Climate Finance Analyst is expected to be based in or relocate to Stellenbosch for the duration of the Fellowship.

### **Department / Team**

CST Infrastructure Governance

### **Position Reports to**

Senior Research Lead,

## **JOB DESCRIPTION AND CONTEXTUAL INFORMATION**

### **About the Organisation**

The Centre for Sustainability Transitions (CST) is a leading research, learning, and engagement centre housed within the Faculty of Economic and Management Sciences at Stellenbosch University. CST is dedicated to supporting systemic, just, and sustainable transitions across Africa through transdisciplinary research, postgraduate training, and collaborative partnerships with public institutions, communities, and development actors.

CST focuses on five interrelated research themes—knowledge co-production, social-ecological resilience, transformative futures thinking, finance and resource flows, and political economy and development—which inform its work on pressing sustainability challenges. Through these, CST builds bridges between science, policy, and practice to inform action that is context-responsive and equity-driven.

### **About the Specific Job**

This Fellowship is intended for a mid-career finance professional from the public or private sector who may be new to the nonprofit or climate finance space but is looking to pivot toward work that contributes to social and environmental impact. The Climate Finance Analyst will support CST's growing portfolio of work with African Development Finance Institutions (DFIs), with a focus on enabling climate-aligned investment in inclusive and resilient infrastructure.

The Climate Finance Analyst will contribute to the second phase of CST's multi-year initiative aimed at strengthening the capacity of African DFIs to access and deploy climate finance. Specifically, the Climate Finance Analyst will be involved in:

- (1) the development of a Project Preparation Toolkit to help DFIs design bankable, climate-aligned infrastructure projects;
- (2) supporting a continental DFI mapping exercise that analyses institutional governance, financial flows, and project readiness;
- (3) assisting in the design and piloting of a regional DFI Support Hub; and
- (4) co-developing a Climate Finance Eligibility Handbook that guides DFIs on how to align projects with international finance standards.

This role is integral to CST's long-term strategy of strengthening institutional ecosystems across Africa to support a just and climate-resilient development pathway. It offers the Climate Finance Analyst a

unique opportunity to gain direct exposure to development finance, contribute to systems-level change, and co-create practical tools that will be used by financial institutions across the continent.

Strong candidates will bring functional expertise in finance and an openness to learning. Ideal applicants will be collaborative, solutions-oriented, and able to work across technical and stakeholder engagement tasks. The ideal outcome of the Fellowship would be the successful delivery of key project milestones and the Climate Finance Analyst's continued involvement in the climate finance ecosystem.

### **Key Responsibilities**

#### **Focus Area 1: Technical Research and Resource Development**

- ☐ Contribute to the development of user-friendly tools and guidance materials to support climate-aligned project preparation
- ☐ Conduct background research and assist in synthesising relevant policy, financial, and institutional frameworks
- ☐ Help translate technical concepts into accessible formats for use by development finance institutions
- ☐ Support validation processes by gathering feedback from key stakeholders and refining content accordingly

#### **Focus Area 2: Institutional Mapping, Stakeholder Engagement, and Support Mechanism Design**

- ☐ Assist with data collection and analysis for a continental mapping of financial institutions, including institutional capacity, governance, and financial flows
- ☐ Support the design and implementation of interviews, surveys, and stakeholder consultations
- ☐ Contribute to regional engagement activities, including workshops and learning sessions
- ☐ Help shape and pilot a support model that provides ongoing assistance to financial institutions, based on identified needs and regional priorities

### **Qualifications and Experience – Essential**

- ☐ Mid-career finance professional with 5–10 years' experience in investment, infrastructure finance, development banking, or related areas.
- ☐ Strong technical skills in financial analysis, project preparation, or capital structuring.
- ☐ Ability to interpret and apply financial frameworks and risk assessment approaches.
- ☐ Demonstrated ability to produce written outputs, presentations, or financial tools.
- ☐ Fluent in English (written and verbal).
- ☐ Excellent interpersonal and communication skills across technical and non-technical audiences.
- ☐ A collaborative approach, adaptability, and comfort working in dynamic and cross-functional teams.

- ☐ High degree of professionalism, integrity, and a learning mindset.

### **Qualifications and Experience – Desirable**

- ☐ Familiarity with climate finance standards, mechanisms, or institutions (e.g. GCF, GEF, MDBs).
- ☐ Experience working in or with DFIs, multilateral development banks, infrastructure funds, or public development agencies.
- ☐ Additional languages (e.g. French or Portuguese) are an asset for regional engagement.
- ☐ Exposure to African regional policy or finance ecosystems is beneficial.
- ☐ Willingness to travel for regional consultations and events (estimated up to 10–15%).

### **Compensation**

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This is a fully funded, one-year fixed-term position hosted at CST. The gross annual salary is anticipated to fall within the range of **ZAR 550,000–650,000**, commensurate with experience and qualifications, and aligned with CST's mid-career salary band.

Future opportunities for continued involvement at CST may be explored based on performance, strategic alignment, and funding availability.

### **Organizational Policies**

As a unit of Stellenbosch University, CST is committed to upholding institutional policies on:

- ☐ Safeguarding and ethical research conduct, including zero tolerance for discrimination, harassment, or abuse.
- ☐ Financial transparency, anti-fraud, and whistleblower protections.
- ☐ Health and safety compliance, particularly in relation to workplace wellbeing and fieldwork ethics.
- ☐ CST fosters a respectful, inclusive, and collaborative working environment. All staff and fellows are expected to align with the Centre's values and code of conduct.

### **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.