

Climate Finance Analyst

Location	Hybrid (will be required in office at least 3 days a week) Cape Town-based Candidates must be legally eligible to work in South Africa
Department/Team	Climate
Position reports to	Director: Climate Change Engagement
Duration	12-Months Contract, with a possibility of renewal

About us

Just Share is a non-profit shareholder activism and responsible investment organisation working to advance climate and economic justice in South Africa. We use advocacy, engagement, and research to influence institutional investors and the companies they invest in, to drive more just, inclusive and sustainable business practices.

Our work sits at the intersection of climate risk, financial accountability, and corporate responsibility. We aim to shift power and capital to enable a low-carbon, inclusive economy that prioritises people and the planet.

About the role

This is a 12-month, full-time paid opportunity for a mid-career finance professional to pivot into the climate finance sector. Designed for candidates with strong finance backgrounds - such as corporate finance, accounting, or consulting - this fellowship supports a transition into climate and sustainability work, even without prior experience in these fields.

The successful candidate will receive structured mentorship, immersive experience, and hands-on exposure to ESG analysis, climate disclosure frameworks, and responsible investment strategies. This position forms part of Just Share's long-term commitment to deepening local capacity in sustainable finance and contributing to systemic change in the financial sector.

Primary purpose of the role:

To utilise financial expertise to support Just Share's strategy and deepen the organisation's work in climate finance and responsible investment. The candidate will work across research, advocacy, activism, and stakeholder engagement to build sector capacity, expand regulatory influence, and integrate climate justice into financial decision-making.

How this role connects to climate finance and Just Share's strategic responsibilities :

- ▯ Supports the analysis of climate-related financial disclosures (e.g. by financial institutions and fossil fuel companies).
- ▯ Enhances Just Share's engagement with companies, investors, regulators, and public stakeholders.





- ▮ Builds internal capacity for climate finance integration across programmes.▮
- ▮ Contributes to long-term sector development in sustainable finance, transition finance taxonomies, transition plans, and just transition strategies.▮
- ▮ Contributes to Just Share's climate finance strategy by helping to interpret and apply sustainable finance frameworks such as taxonomies, climate disclosure standards, and transition plan guidance, ensuring that corporate activities align with science-based climate goals.▮

Key responsibilities

- ▮ Conduct in-depth research and financial analysis of JSE-listed companies and institutional investors, with a focus on how their strategies, investment decisions, and capital allocation align with climate science and support a transition to a low-carbon economy.▮
- ▮ Assess corporate climate transition plans, emissions targets, sustainable and transition finance, and sustainability strategies to determine their financial credibility, ambition, and alignment with long-term value creation.▮
- ▮ Analyse corporate climate-related disclosures and sustainability reporting, evaluating how effectively companies are integrating climate risks and opportunities into their financial planning and operations.▮
- ▮ Identify and assess financial and ESG risks and opportunities linked to climate action, supporting Just Share's advocacy for improved corporate accountability and the redirection of capital towards a just and inclusive transition.▮

Focus area 1: Climate finance capacity building

- ▮ Translate climate finance-related international best practices into the South African regulatory and investment context.▮
- ▮ Support the development of internal and external climate finance-related resources, including tools, explainer briefs, and workshops.▮
- ▮ Engage with financial concepts, modelling, or valuation approaches relevant to climate risk and opportunity assessments, where appropriate.▮

Focus area 2: Strategic research and advocacy

- ▮ Work closely with senior analysts to integrate financial analysis into Just Share's shareholder activism and advocacy strategies.▮
- ▮ Identify and assess key financial indicators linked to corporate climate performance and credibility.▮
- ▮ Co-author at least two major research outputs or strategic proposals during the fellowship.▮
- ▮ Present findings internally and externally to support advocacy, influence initiatives, and contribute to public discourse.▮

Focus area 3: Stakeholder engagement

- ▮ Evaluate opportunities for Just Share to enhance its stakeholder engagement, based on the outputs from focus areas 1 and 2.▮



Qualifications and experience – essential

- ▯ 3– 8 years' experience in finance, accounting, investment, or consulting.▯
- ▯ Strong analytical and research capabilities; financial statement fluency.▯
- ▯ Advanced Excel and quantitative analysis skills.▯
- ▯ Excellent written and verbal communication.▯
- ▯ Ability to work across disciplines and contribute to a learning-oriented team.▯
- ▯ Integrity, adaptability, curiosity, and a willingness to apply finance skills to systemic issues.▯
- ▯ Legally permitted to work in South Africa.▯

Qualifications and Experience – Desirable

- ▯ CFA Level I or II, or equivalent finance certifications.▯
- ▯ Exposure to ESG, climate finance, sustainability, or impact investing.▯
- ▯ Familiarity with policy and regulatory frameworks.▯
- ▯ Exposure to or experience working with development finance institutions, multilateral development banks, asset managers, or within financial regulatory environments is advantageous.▯
- ▯ Fluency in English required; proficiency in other South African languages an advantage.▯

Compensation

This role offers a competitive salary in the range of **R650,000 – R700,000** per annum (CTC), based on the candidate's experience and qualifications.

This range reflects the transition nature of the role—welcoming high-potential professionals who may not yet have direct climate experience—while offering a competitive package aligned with South African nonprofit and impact sector benchmarks.

The final salary will be commensurate with the candidate's experience and qualifications, including credentials such as CFA Level II/III or policy/regulatory experience.

Organisational Policies

All employees are expected to comply with organisational policies and procedures which include but are not limited to:

1. Just Share Finance Policy
2. Just Share Conflict of Interest Policy
3. Just Share Communications Plan
4. Just Share Risk Management Policy
5. Just Share leave policy
6. Just Share Sexual Harassment and Anti-bullying Policy
7. Just Share Employee Handbook



About the Climate Finance Fellowship

This role is part of the Climate Finance Fellowship, a 12-month programme 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 organisations across the Global South.

Now entering its second cohort (following a successful inaugural programme in 2024–2025), the Fellowship places participants within high-impact host organisations, 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 individualised learning goals

The Fellowship is led by Surge Climate Talent (SCT), with programme design and implementation managed by Global Good x Amani, an international impact consulting and leadership development firm. Together, SCT and GG x Amani work to ensure host organisations are supported, Fellows are set up for success, and the programme 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 specialise 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.