

## Associate Director, Environmental & Social

**Location:** Nairobi, Kenya

**Reporting to:** Director, Operations (Kenya)

New Forests ([www.newforests.com](http://www.newforests.com)) seeks a qualified candidate for the position of Associate Director, Environmental & Social. This role is primarily responsible for providing support and oversight to ensure New Forests' African investments meet environmental and social (E&S) and impact requirements and objectives.

The Associate Director, Environmental & Social plays an essential role in ensuring New Forests' E&S and impact management delivers meaningful investment value as well as generating benefits, for the environment and society. This includes an internal focus on ensuring compliance and continual development of New Forests' approaches to E&S management and impact investing; extensive engagement with investment portfolio companies to ensure capacity development and appropriate resourcing for delivery of E&S objectives.

New Forests is a global investment manager of nature-based real assets and natural capital strategies, with AUD 10.73 billion (USD 7.3 billion) in assets under management across more than 1.2 million hectares (3.14 million acres) of investments. We manage a diversified portfolio of sustainable timber plantations and conservation areas, carbon and conservation finance projects, agriculture, timber processing and infrastructure. We aim to generate shared prosperity for our clients and the communities in which we operate and accelerate the transition to a sustainable future.

The African Forestry Impact Platform (AFIP) is a New Forests managed permanent capital vehicle investing in forestry operating businesses and associated timber value chains across sub-Saharan Africa. The fund also aims to target and deliver on the following impact themes: climate mitigation, biodiversity conservation, gender and improving local communities' livelihoods.

### **This role will be responsible for:**

#### Operations

- Providing oversight covering the E&S compliance of New Forests' investments under management in SSA
- Supporting and developing the local investment management team to meet New Forests' E&S criteria
- Drafting and/or commissioning E&S and impact baseline studies, E&S impact assessments and associated management plans & monitoring plans, biodiversity action plans, E&S and impact due diligence assessments, livelihood restoration plans, and Environmental and Social Action Plans (ESAPs) for new investments
- Providing feedback on all E&S and impact matters to the shareholders
- Coordinating the AFIP E&S Committee, including two independent members (quarterly reporting)
- Coordinating E&S and impact monitoring for all assets and the portfolio
- Coordinating the design and management of grant funded projects, often with an impact focus
- Managing and developing partnerships and relationships with stakeholders, including NGOs, communities, governments, joint venture partners, and other businesses
- Supporting the wider operations team in strategic oversight for plantation forestry management, including budgeting, execution, and reporting
- Identifying and supporting impact driven carbon, biodiversity, and community development opportunities associated with plantation forestry assets

#### New Investments

- Contributing to due diligence of new investments and ensuring that all transaction decisions are supported by appropriate E&S due diligence documentation
- Providing support during transactions to ensure that E&S compliance is incorporated in transaction documents and legal agreements
- Developing E&S compliance plans to ensure all investments comply with New Forests' Responsible Investment Policy and meet all requirements for E&S management

#### General

- Managing and reporting on the Fund level ESAP
- Being an active contributor to development of New Forests' ESG programs, including collaboration with corporate sustainability programs
- Providing E&S reporting on all investments in the region, including client and public reporting
- Contributing to building New Forests' knowledge base and leadership on Sustainable Landscape Investment

#### **We are seeking candidates with the following qualifications, experience, and strengths:**

- Demonstrated experience in sustainable forestry, including third-party certification, community and social engagement strategies, occupational health and safety, safeguarding and land use management
- Previous operational experience in commercial forestry plantations in emerging markets
- Experience working with community and NGO partners (both regional and international) to deliver effective engagement programs
- Bachelor's degree level qualification in Forestry/Agriculture/Development Studies/Environment or equivalent
- Detailed knowledge and experience in implementing and/or auditing to recognised international ESG standards including Forest Stewardship Council (FSC) certification and the International Finance Corporation Performance Standards (IFC PS)
- Knowledge of carbon standards (VCS and CCB) would also be highly beneficial
- Experience with design and implementation of E&S impact assessments, management and monitoring plans, biodiversity action plans, livelihood restoration plans, and reporting systems
- Experience in communication/reporting with clients and prospective clients, including international financial institutions
- Prior experience in an investment-related business, preferred
- Skill in MS Office suite of programs and knowledge of GIS packages and GP
- Strong verbal and written English language skills. A working knowledge or fluency in any major languages within SSA would be an advantage
- Willingness and ability to routinely undertake travel, throughout SSA, including in remote areas and sometimes in challenging conditions
- An ability to work in a cross-cultural, dynamic environment, with local management teams is essential

#### **What can we offer?**

Our environment is busy and supportive, and the team is professional but relaxed. If you join us, you would be joining a growing, fast paced business which is an environmental and sustainable leader in forestry investment. You will also be working with professionals who are passionate about their work!

We pride ourselves on having a supportive New Forests culture that is inclusive to all and we would love to learn how you can bring your unique skills and experience to our business. If you have experience in any of these areas, we encourage you to apply for our roles, even if you only meet some of the criteria.

To apply, please provide your resume and cover letter, explaining your interest and qualifications for the position, in PDF format, to [careers@newforests.com.au](mailto:careers@newforests.com.au). Phone calls will not be accepted.

New Forests is a Certified B Corp and an Equal Opportunity Employer that values diversity and inclusion. We offer flexible working arrangements to all employees to support their work/life balance.