

OPEN POSITION: Associate, Sustainability

BACKGROUND & GENERAL DESCRIPTION

Sail Investments ("SAIL") is a boutique private credit manager based in The Netherlands and focused on delivering sustainable measurable returns to our investors over the long-term (www.sail-investments.com). Established in 2017, SAIL was set up to finance the transition of industries towards a sustainable future, and more specifically the climate and biodiversity transition which needs to occur in the coming decades.

SAIL's first focus is to finance the decarbonization of soft commodity supply chains (i.e. food and agriculture) where deforestation (especially in the tropics) is a major driver of CO2 emissions and biodiversity destruction. SAIL's first fund, the &Green Fund, has invested over USD 200 million in the tropics already.

To support the climate transition, SAIL is targeting a globally diversified, dynamic portfolio reaching USD 2 billion by the end of the decade. Our current investor base includes leading climate change public, corporate and private institutional investors (www.andgreen.fund), and SAIL is actively fundraising.

We are a firm with an inclusive culture where integrity, empathy, humility and curiosity are values we live through our daily principles. Just as in our investment strategy, we take a long-term view on people, aiming to hire ambitious, engaged individuals who are interested in being part of an idea and staying the course to see real, on-the-ground results delivered. Our mission is for everyone in our team to grow with our business, contributing to and sharing in the success that we create as a team.

SAIL is currently looking for a Sustainability Associate to strengthen our team of investment professionals. The Associate will primarily work with existing and prospective investees of SAIL's strategies to create and deliver highly impactful sustainability transition strategies in a commercial corporate environment. The Associate will add to SAIL's existing capabilities and work globally with SAIL's fully integrated Investment Group of highly experienced Sustainability and Investment professionals, and report directly to the Chief Sustainability Officer (CSO) of SAIL.

The role provides an exceptional degree of entrepreneurial freedom and demands a strong "client focus" in order to create value through a sustainability transition for our borrowers.

RESPONSIBILITIES AND TASKS

- **Portfolio Monitoring:** Provide, together with other members of the SAIL Investment Group, ongoing support to investees during the implementation of agreed-upon value creation plans, monitoring and reporting their sustainability performance throughout the investment period in line with SAIL's KPI framework.
- **Pre-Investment support:** Conduct environmental, social and governance risk assessments of potential investees against SAIL's criteria and relevant standards, such as IFC Performance Standards and other certification schemes or sustainability standards. Support the Investment

Group in developing Sustainable Value Creation Plans to drive SAIL's sustainability vision for the sectors it invests in.

- **Research and Analysis:** Provide input and analysis towards the continuous refinement of SAIL's investment strategy for different mandates, by helping to map out value creating opportunities in sustainability for potential borrowers across sectors and jurisdictions.

QUALIFICATIONS

- A client-focused mindset to align sustainability objectives with broader business goals, and to be solution-orientated in helping solve the investee's challenges.
- Bachelor's or Master's degree in Environmental Science, Forestry, Sustainable Development, or a related field.
- At least 5 years of practical working experience in agricultural commodities value chains, preferably in emerging markets context.
- Experience in managing sustainability risks, driving organizational change to mitigate them and create positive impact.
- Excellent research, writing, and analytical skills.
- Strong project and process management skills; ability to work in a diverse, multicultural environment, and handle multiple tasks under pressure.
- Comfortable in a fast paced, dynamic environment, aligned with SAIL's values and mission.
- Strong oral and written communication skills, including intercultural negotiation and presentation skills to a diverse set of stakeholders.
- Proactive, entrepreneurial mindset, with a demonstrated ability to take ownership of projects.
- Comfort with travel to field locations (including tropical countries).
- Fluency in English is a prerequisite. French, Spanish and/or SE Asian languages are beneficial.

SAIL offers the opportunity to work in a highly skilled, close-knit team and to contribute to the development of the company at practical and strategic level. Our business offers growth and learning opportunities in a globally highly relevant space of sustainable investments.

LOCATION AND TERM

This is a fulltime role position based in The Hague but including substantial travel globally.

APPLICATION PROCESS

The starting date is expected to be as soon as possible. To apply for this opportunity please email a short cover letter explaining your motivation to join SAIL and your latest CV to hr@sail-investments.com

SAIL's hiring process typically includes multiple in-person and virtual interviews, including a case study, and meetings with all Directors of the business.