

Open Position: **Associate Director**
Team: **Investments**
Location: **The Hague**

August 2026

Job Description: Associate Director, Investments

BACKGROUND & GENERAL DESCRIPTION

Sail Investments ("SAIL") is a boutique investment firm 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 transition which needs to occur in the coming decades.

SAIL's first focus is to finance the decarbonisation 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 has invested over USD 280 million in emerging markets already. To support the climate transition, SAIL is targeting a globally diversified, dynamic portfolio of USD 500 million by 2027, reaching USD 2 billion by the end of the decade. Our current investor base includes leading climate change public investors as well as development finance, corporate and private institutions.

We are a firm with an inclusive culture where integrity, empathy, entrepreneurship, 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 vision is that everyone in our team can grow with our business, contributing to and sharing in the success that we create as a team.

SAIL is currently looking for Associate Director level Private Credit Professional to join our team of investment professionals, with a primary focus on growing SAIL's portfolio of sustainable investments and managing deals.

The Associate Director will report directly to an Investment Director and be a leader within the investment team, including having direct reports (investment analysts) over time. Furthermore, the Associate Director will work closely with the sustainability team members on live transactions and on monitoring portfolio assets, as well as with the operations team on fund management. The Associate Director is a senior member of the investment team and must be capable of being drafted in to fundraising and investor relations meetings as well if required.

RESPONSIBILITIES AND TASKS

1. Deal Execution: transaction through the investment process

- Actively lead transactions, managing a deal team, through the investment process to signing and disbursement.
- Deep fundamental credit risk assessments, analysing financial statements and stress testing financial models of potential and existing borrowers.
- Lead the financial structuring and negotiation of investments, including the underlying modelling and the preparation and presentation and negotiation of term sheets with potential borrowers.
- Lead the preparation and submission of investment proposals to SAIL's Investment Committee ("SAIL IC").
- Lead the legal documentation work post investment approval.
- Perform, and manage others to perform, as well as lead the analysts team.

2. Portfolio Monitoring

- Responsible for the active monitoring of existing transactions, including the monitoring of borrowers' performance and management of covenants.
- Take the lead in managing any issues which may arise with respect to a borrower, including distress or breaches of covenants.
- Prepare and own quarterly updates and annual investment reviews for submission to the SAIL IC.
- Act in a leadership function within the investment team on overall portfolio monitoring of SAIL's existing portfolio, including portfolio level analysis.
- Identify portfolio-level risk patterns across assets and recommend responses that shape SAIL-level investment policy and portfolio construction.

3. Credit, Industry, and Jurisdictional Research

- Contribute to constant industry (e.g. verticals, supply chains, etc), geopolitical and jurisdictional (country/regions) analysis and report writing as well as knowledge sharing in general.
- Market knowledge:
 - Stay abreast of market movement in the global markets of relevance, and specifically within private credit markets.

4. Other

- Origination:
 - Engage with potential borrowers, build networks and develop the generic Sail brand for deal origination purposes.
- Business Development:
 - Supporting SAIL's leadership team with developing new ideas by performing and instructing the analysts team in market research, building financial models, developing investment strategies, etc.
 - Presentations on portfolio, or specific assets within the portfolio, to investors and prospective investors.

REQUIRED SKILLS AND QUALIFICATIONS

- A postgraduate degree in an investment-related area (finance, economics). Professional qualifications such as CFA/CP/CPA/CIMA is preferred.
- At least 5 years' experience on the buy-side in an investment role, with preference for Direct Lending experience.
- A least 10 years total work experience.
- **Fluency in English** is a prerequisite. Knowledge of further global languages (French, Spanish, etc) is beneficial.
- Experience in emerging markets is preferred but not a prerequisite.
- Expectation is for someone of high integrity, curiosity and energy that fits SAIL's values and work ethic.
- Excellent computer and programming skills and experience or knowledge of specific asset management software is beneficial.
- Team player, comfortable in an international and a start-up atmosphere.
- Desire to grow within a dynamic team and take on more responsibility.
- Ability to work under pressure and to handle multiple tasks, while remaining cheerful and professional.
- Can-do and customer-oriented attitude, experience in dealing with SAIL's stakeholders for this role.
- Passion for and knowledge of the asset management industry, and nature and climate related issues.

LOCATION AND TERM

SAIL offers a competitive salary package, including long-term growth opportunity, and a dynamic and growing team setup for growth of the business. The role itself is based at our offices in The Hague, the Netherlands. International travel, including to emerging and frontier markets, is required up to 15% of a working month.

We welcome applications from all candidates fitting the profile and who are able to work in The Netherlands.

Please submit your application **with** a motivation letter and your CV to hr@sail-investments.com.