OPEN POSITION: INVESTMENT ANALYST / ASSOCIATE

BACKGROUND & GENERAL DESCRIPTION

Sail Investments ("SAIL") is a boutique investment firm based in The Netherlands and focused on delivering sustainable and attractive risk-adjusted returns to our investors over the long-term (www.sail-investments.com).

Established in 2017, SAIL was set up to finance the transition of global fundamental industries towards a sustainable future, and more specifically the climate transition and protection of nature which needs to occur in the coming decades.

SAIL's first focus is to finance sustainable growth of the food and agri industry, where deforestation (especially in the tropics) is a major driver of CO_2 emissions and biodiversity destruction. SAIL has invested over USD 280 million in emerging markets already. SAIL is targeting a globally diversified, dynamic portfolio of USD 500 million by 2027, reaching over USD 2 billion by the end of the decade. Our current investor base includes leading climate and nature, public and private institutional investors.

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 an **Investment Analyst/ Associate** (experience dependent) to join our team of investment professionals, with a primary focus on growing and managing SAIL's portfolio of credit investments. The Investment Analyst/Associate will report to an Associate Director or above and work closely with SAIL's investment team, Sustainability Advisors, Originators and the broader SAIL team, including fund management.

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

We expect the following approximate split of functions for the Investment Analyst:

1. Analysis and Execution (30-50%)

- Actively support Deal Leads through the investment process.
- Assist the Deal Leads in performing credit risk assessments, analyzing financial statements and stress testing financial models of potential and existing clients.
- Assist in the financial structuring and negotiation of investments, including the underlying modelling and the preparation and presentation of term sheets to borrowers.

- Support the deal team when working with third-party advisors to perform due diligence on opportunities including commercial (industry, competitive positioning, analysis of value drivers, etc.), financial, legal, tax, regulatory, environmental & social, insurance, benefits, etc.
- Assist, and sometimes lead, in other aspects of due diligence including KYC checks and other AML/CFT procedures, developing hedging strategies.
- Assist in preparing and presenting investment proposals to SAIL's Investment Committee ("SAIL IC") and sometimes independent external advisors.
- Support team members in legal documentation work pre and post investment approval.
- Work with the finance and risk department to arrange funding and establish post-transaction monitoring processes.

2. Portfolio Monitoring and Research (30-50%)

- Responsible for the active monitoring of existing transactions, including the assessment of financial and operational results, checking financial covenants and assisting in the management of breaches together with Investment Directors.
- Assist in preparing portfolio management reports and annual investment reviews for submission to the Portfolio Managers and SAIL IC.
- Assist in preparing material on specific investments to be used in investor relations and other marketing activities.
- Perform bespoke research and analysis on various countries, commodity markets and/or other sectors and keep abreast of market developments and sharing insights.

3. Other (5-10%)

- Various tasks and duties

QUALIFICATIONS, SKILLS AND EXPERIENCE

- A postgraduate degree in a business-related area (finance, business, economics etc.). A commitment to obtain a professional qualification such as CFA/CP/CPA/CIMA/CAIA is viewed positively.
- 2-5 years of experience in the investment management industry or similar, with complementary technical skills.
- Strong analytical capabilities, able to arrive at well-considered opinions and set priorities for action.
- Strong can-do attitude, interpersonal skills, a common sense approach, and a curious mind.
- Strong modelling ability is required and experience with platforms such as LSEG Workspace or Bloomberg is a nice-to-have.
- Fluency in English is a prerequisite. Knowledge of further global languages (French, Spanish, etc) is beneficial.
- SAIL offers the opportunity to work in a highly skilled, close-knit team and to contribute to the development of the business at practical and strategic level. Our business offers growth and learning opportunities in working on sustainable investments in private credit, which is a space that is highly relevant, globally.

LOCATION AND TERM

This is a fulltime role based in The Hague in the Netherlands, although SAIL has a policy which permits up to two days work from home. International travel will be required.

APPLICATION PROCESS

The starting date is Q1 2027.

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 as well as a case study.