

OPEN POSITION: SENIOR IMPACT AND E&S SPECIALIST

BACKGROUND & GENERAL DESCRIPTION

Sail Ventures (“SAIL”) is a boutique investment management firm based in The Netherlands and focused on delivering sustainable measurable returns to our investors over the long-term (www.sailventures.com).

Established in 2017, SAIL acts as the Investment Advisor to the &Green Fund, a blended finance investment vehicle with a mission to catalyze scalable investments into environmentally & socially sustainable and inclusive production in agri-commodity value chains that are directly or indirectly linked to forest protection in tropical regions. &Green was launched with over US\$100 million in committed capital and is targeting an active portfolio of over US\$400 million by 2025. The investor base is a mix of public and private sector institutional contributors. Environmental and social return in the landscapes of &Green’s investments are critical factors towards &Green’s impact targets (www.andgreen.fund). Sail’s role as Investment Advisor includes originating, structuring and executing on all transactions for &Green, and then monitoring and evaluating these projects as part of the portfolio management process.

Beyond &Green, we are developing other strategies, all of which focus on generating long-term economic, environmental and social impact. SAIL aims to become a top tier globally-focused and independent investment company which invests only in assets that generate measurable sustainable returns.

SAIL is a firm with an inclusive culture where integrity, humility and curiosity are values we live through our daily principles. Just as in our investment strategy, we take a long-term view on staff, aiming to hire ambitious, engaged people 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 company, contributing to and sharing in the success that we create as a team.

We are currently looking to strengthen our team of investment professionals with a **Senior Impact and E&S Specialist**. The Specialist will add to SAIL’s existing capabilities and work globally with SAIL’s team of E&S, Supply Chain and Investment Specialists. She/he will be a leader in SAIL’s evolution to provide cutting-edge E&S risk management and to shape commercially feasible action plans and impact targets with our clients. The team member will form part of our fully integrated investment process that operates together with our investment professionals.

RESPONSIBILITIES AND TASKS

1. **Impact & ESG risk assessment & mitigation** (particularly for the &Green Fund)
 - Performing Impact and ESG due diligence on potential investments in the core geographies of the &Green Fund (Brazil and Indonesia) and other tropical jurisdictions. This will involve the hiring and coordination of external consultants.
 - Developing Environmental & Social Action Plans (ESAP) in collaboration with investee companies (Clients) to achieve the &Green Fund’s impact targets and meet its ESG standards, including IFC Performance Standards and Equator Principles. &Green adopts a landscape approach to impact, which is outlined in a Landscape Protection Plan (LPP) that is developed in tandem with the ESAP. Clients of &Green will often be corporates or financial institutions, who are dealing directly with land-users, including smallholder farmers.

- Supporting Clients of &Green (and other SAIL investment portfolios in time) in the implementation of the ESAP and LPP throughout the loan period, and monitor impact and ESG performance of Clients over time, in accordance with the Fund's KPI framework.
- Strengthening the Fund's Impact and ESG framework, E&S systems, processes and tools.
- Advising the investment professionals about impact and ESG commitments in Client agreements.

2. Business development and communications

- Strategic involvement in developing and evaluating new high-impact business ideas in line with SAIL's investment philosophy.
- Monitoring and reporting on Clients' progress on/towards their ESAPs and impact targets to relevant stakeholders including investors, NGOs, donor governments and the broader public.
- Developing communication tools and materials highlighting SAIL's approach and the achievements of SAIL's mandates.
- Engaging with stakeholders, such as NGOs, or bilateral and multilateral development agencies, to identify and utilise synergies with SAIL's activities and to coordinate joint communications, including event and knowledge platform participations where adding value for SAIL;

QUALIFICATIONS

- At least 5-10 years of practical working experience in international impact and E&S standards, specifically IFC Performance Standards. Further experience with OECD, ILO, Human Rights, Equator Principles, supply chain certificates and industry standards (RSPO and RTRS specifically) is also highly beneficial.
- At least 5-10 years' experience in implementing international standards and understanding ESG risk, as well as implementing best-practice risk management methodologies and designing impact targets in an investment firm context. Ability to understand the challenges of balancing risk mitigation and impact with pragmatic solutions.
- On-the-ground experience in managing projects that involve private companies and their impacts on communities and the environment, preferably in geographies and sectors in which &Green is active. Experience in remotely monitoring project performance is also required.
- Strong analytical capabilities, able to arrive at well-considered opinions and set priorities for action.
- Innovation skills and pragmatism to create synergies between Impact and ESG procedures and the Clients' commercial interests.
- Project & process management skills, team player with an understanding of diverse professional and cultural backgrounds. Ability to work under pressure and handle multiple tasks simultaneously.
- A Master's degree in sustainability, social, and/or environmental sciences or related field of E&S expertise.
- Strong oral and written communication skills, including intercultural negotiation and presentation skills to a diverse set of stakeholders.
- Curiosity, combined with a proactive, entrepreneurial mindset that can take responsibility for projects.

- Ability to work under pressure and handle multiple tasks simultaneously and independently.
- Strong oral and written communication skills and intercultural competencies.
- Fluency in English is a prerequisite. Portuguese, Spanish and/or Bahasa Indonesia is 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

The position is based in The Hague in the Netherlands. It is for an initial one-year contract, starting as soon as possible (or based on mutual agreement). There is a possibility for an extension and/or permanent employment.

HOW TO APPLY

Please submit your CV, together with a motivation letter to hr@sailventures.com. We are reviewing applications on a rolling basis, therefore quick applications are encouraged.