



Associate Director, Environmental and Social

Location: Nairobi, Kenya

Reporting to the Director of Operations in Africa, New Forests (www.newforests.com.au) seeks a qualified candidate for this newly created role. The role is primarily responsible for providing support and oversight to ensure New Forests' Africa investments meet environmental and social (E&S) requirements and objectives. The AD E&S 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 offering high-impact strategies in sustainable forestry and related sectors, with AUD 7.7 billion (USD 5.7 billion) in assets under management across over 1 million hectares (2.6 million acres) of investments. New Forests' investment portfolio consists of sustainable forest plantations, areas of natural forest conservation, carbon projects, rural land and row-cropping, and timber processing. New Forests' vision is to see the forest sector as a key sector in the transition to a sustainable future. To achieve this vision, New Forests' investment strategies support the role of forests as nature-based climate solutions, provide sustainable timber for the growing circular bioeconomy, and contribute to the sustainable development of regional economies and rural communities. New Forests' operates in Australia, New Zealand, Southeast Asia, Kenya and the United States.

Responsibilities:

Operations

- Providing oversight covering the E&S compliance of New Forests' investments under management in Africa.
- Supporting and developing the local investment management team to meet New Forests' E&S criteria.
- Drafting and/or commissioning E&S baseline studies, E&S impact assessments and associated management plans & monitoring plans, biodiversity action plans, E&S due diligence assessments, livelihood restoration plans, and Environmental and Social Action Plans (ESAPs) for new investments.
- Coordinating the design and management of grant funded E&S projects.
- 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

- 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:

- 7+ years' experience in sustainable forestry, including third-party certification, community and social engagement strategies, and land use management.
- Previous operational experience in commercial tropical 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 of and experience in implementing and/or auditing to recognised international ESG standards including Forest Stewardship Council certification and the International Finance Corporation Performance Standards, knowledge of carbon standards (VCS) 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 GPS.
- Strong verbal and written English language skills. A working knowledge or fluency in any major languages within Africa would be an advantage.
- Willingness and ability to routinely undertake travel, throughout Africa, 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 a sustainable investment leader in forestry investment. You will also be working with professionals who are passionate about their work!

To Apply

Interested candidates should submit a resume and cover letter, explaining your interest and qualifications for the position in PDF format to careers@newforests.com.au.

Phone calls or unsolicited social media messages 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.