Investment Associate – London

*Job Description and Person Specification*

# About rePLANET

rePLANET is a purpose-driven company committed to large-scale ecological restoration and protection worldwide funded through the private sector. Our primary objective is to fund the restoration and conservation of landscapes through the generation of carbon and biodiversity credits, whilst ensuring that at least 60% of the revenues each project generates are returned to local stakeholders. Our wide portfolio of services includes native tropical forest restoration, mangrove restoration, nature-based advisory services, and marine ecosystem protection and restoration.

As the private sector increasingly acknowledges its responsibility towards nature restoration and protection, rePLANET has established itself as a leading project developer in the nature-based solutions sector. Consequently, our knowledge and expertise are in high demand globally.

To expand and strengthen our team, we are looking for an Investment Associate to support our growing portfolio of projects, particularly in Central and South America. This role offers an excellent opportunity for career progression within a rapidly expanding company at the forefront of this dynamic sector.

# About the Role

The Investment Associate will play a pivotal role in driving deal flow, preparing investor presentations, and conducting investment analysis to support rePLANET’s mission of scaling impactful ecological restoration projects. Reporting to the Head of Strategic Finance, the role requires close collaboration across departments to identify and evaluate investment opportunities, structure deals, and communicate effectively with stakeholders.

The ideal candidate is analytical, detail-oriented, and passionate about sustainable investment and ecological impact. This position offers significant career growth potential within a rapidly expanding, mission-driven organization at the forefront of the nature-based solutions sector.

**Key Responsibilities**

* **Investment Analysis and Evaluation**
	+ Conduct financial modelling, valuation, and investment analysis for potential and current nature restoration projects in the rePLANET portfolio.
	+ Develop feasibility studies and financial projections for projects, ensuring alignment with rePLANET’s objectives and financial goals.
	+ Identify and engage with prospective project financiers, cultivate strategic relationships with key stakeholders, and support commercial negotiations to drive successful investment outcomes.
	+ Support due diligence on new and existing projects, analysing risk, financial viability, and potential ecological impact.
* **Project Development and Portfolio Management**
	+ Collaborate with internal teams to develop and structure project proposals, identifying the necessary funding and resources for project initiation and sustainability.
	+ Assist in monitoring and evaluating project performance to ensure milestones are met, adjusting strategies as needed to maximize ecological and financial outcomes.
	+ Prepare regular portfolio performance reports, presentations, and other documentation for stakeholders.
* **Stakeholder Engagement**
	+ Work closely with local stakeholders, partners, and community representatives to ensure that projects benefit local ecosystems and economies in line with rePLANET’s commitment to community impact.
	+ Liaise with private and public sector partners, NGOs, and financial institutions to build strategic relationships that facilitate project financing and ecosystem impact.
* **Market Research and Strategy Development**
	+ Conduct market research on trends in carbon and biodiversity credits, sustainable finance, and nature-based solutions, identifying emerging opportunities and challenges.
	+ Assist the Head of Strategic Finance in developing and implementing strategic investment initiatives to expand rePLANET’s presence and impact in the sector.

We are ideally seeking an applicant who is based in London or willing to move to London in the near future, to fit with our wider Investment Team. Applicants will need to be comfortable speaking and working in English, and preference will be given to applicants with at least conversational Spanish (although this is not essential).

This is a permanent position (subject to a six-month probation period) with a salary in the region of £55,000 - £65,000 subject to experience, plus an annual discretionary bonus.

# Person Specification

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| **Selection Criteria** | **Essential (E) / Desired (D)** | **Assessed at Application (A) / Interview (I)** |
| **Qualifications:** |
| Undergraduate degree in a relevant discipline | E | A |
| Higher degree (i.e. Masters) in a relevant discipline | D | A |
| **Experience:** |
| 2+ years in investment analysis, project finance or sustainable finance | E | A / I |
| Expertise in financial modelling, valuation and analysis.  | E | A / I |
| **Skills and Knowledge** |
| Strong analytical skills with a keen understanding of sustainable finance and ecological impact. | E | A / I |
| Proficient in Spanish for communication with international team members/partners | D | A / I |
| Ability to work independently and collaboratively within a fast-paced, purpose driven environment | E | A / I |
| Familiarity with Microsoft Office tools and setup | E | A / I |
| Ability to write clearly, accurately and concisely whilst working towards tight deadlines | E | A |
| Ability to analyse and evaluate data and other evidence to inform decisions | E | A / I |
| Willingness to travel frequently, particularly within Central and South America | E | A |
| Knowledge of, or experience with, carbon and/or biodiversity certification processes (e.g. Verra, Plan Vivo) | D | A / I |
| Familiarity with core concepts from carbon markets, such a pricing and quality assessment | D | I |
| **Competencies and Personal Attributes** |
| Ability to react flexibly to changing priorities | E | I |
| Ability to manage workloads self-sufficiently | E | I |
| Strong interpersonal skills to manage partner relationships without conflict | E | A / I |
| Ability to work in a team both in-person and remotely | E | A / I |
| Desire to contribute to the protection and restoration of species, habitats and ecosystems through the stimulation of private finance | E | A / I |

# Working Arrangements

Working arrangements will differ depending on the location of the successful applicant. Work will be fully remote, but you must be available for in-person ‘block weeks” at the rePLANET HQ in Lincolnshire, UK, at least four times per year. The exact dates of these block weeks will be arranged no less than 4 weeks in advance and during these block weeks you would be required to work from HQ from Monday to Friday (accommodation would be provided). Within the next 12 months we intend to open a London office, after which point we will expect the successful candidate to spend at least 3 days per week in the office, as agreed with their line manager.

Also, since rePLANET works on projects around the world and there is an expectation that all staff are prepared to work for extended periods in the field, including overseas. As a minimum you will be required to be available for at least four periods of up to 3 weeks per year.

# Next Steps

If you would like to apply for this role please submit your CV and a cover letter describing your suitability for the position, making reference to the selection criteria outlined in the above Person Specification. Applications will be accepted until a suitable candidate is found and should be submitted to dan.exton@replanet.org.uk and max.hobhouse@replanet.org.uk. Please apply early to avoid disappointment.

rePLANET is experiencing a significant period of growth and it is therefore likely that multiple positions of a similar nature will become available in the next 6-12 months. If you are not offered the position in this round of recruitment but would like your CV to be kept on file for consideration as other opportunities arise, please indicate this in your cover letter.