



INVESTMENT IMPACT MANAGER

ROLE SUMMARY: The Investment Impact Manager plays a crucial role in ensuring the success of aBi Finance's investment strategy by providing data-driven insights, developing robust monitoring and evaluation (M&E) systems, and fostering a culture of continuous learning and improvement. This role directly supports strategic decision-making across the organization and ensures the consistent production of high-quality data which informs key investment decisions and demonstrates impact to a wide range of stakeholders. The manager leverages data analysis, predictive modelling, and effective communication strategies to identify key trends, mitigate emerging risks, and capitalize on significant opportunities, ultimately contributing to aBi Finance's thought leadership in the realm of green finance and socially responsible investing. The manager will work closely with the Investment Impact Data Analyst to ensure efficient and effective use of resources and expertise.

REPORTS TO: Head of Impact & Sustainability.

SUPERVISES: Investment Impact Data Analyst.

SCOPE OF RESPONSIBILITIES

Area of Responsibility	Action Steps	Success Criteria/Measures
Research, Analysis & Thought Leadership Collate and analyse data from research and from aBi Finance's own activities in order to develop actionable insights on how to optimise the impact of aBi Finance's	Lead the development of comprehensive research agendas, ensuring they focus on key areas of sustainable finance, agribusiness, and social impact; directly contribute to aBi Finance's establishment as a thought leader in these critical areas.	<ul style="list-style-type: none">Financial and impact predictive models are developed and applied, leading to an increasing ability to understand the factors necessary for achieving RoE and IA targets.
	Conduct in-depth ongoing analysis of trends within the financial and agribusiness sectors; translate these findings into actionable insights that directly inform strategic decision-making processes.	

<p>investments; ensure that insights are shared and leveraged across the organisation and the wider ecosystem.</p>	<p>Actively collaborate with leading external research institutions and subject matter experts; integrate cutting-edge methodologies to enhance the scope and depth of aBi Finance’s research efforts.</p>	<ul style="list-style-type: none"> • Feedback from Senior Management, Board and other stakeholders indicates that insights generated by the Investment Impact team effectively inform strategic decision making and position aBi as a thought leader. • Learning from investment performance and Value for Money (VfM) analysis is incorporated into the design of future strategies; aiming for VfM to improve year-on-year and/or meet target ratios.
<p>Organize and facilitate regular internal forums and engaging knowledge-sharing sessions; effectively disseminate impactful research findings across departments and cultivate a data-driven culture across the organization.</p>		
<p>Produce high-quality research reports and insightful white papers; strategically position aBi Finance as a leading voice in green finance and socially responsible investing, ensuring this thought leadership is effectively communicated to both internal and external stakeholders.</p>		
<p>M&E Leadership and Strategy Manage the development and strategic use of M&E frameworks for grants, investments, and projects, mainstreaming green, socially responsible, and sustainable finance objectives.</p>	<p>Develop and oversee the implementation of comprehensive and robust M&E strategies; ensure these strategies are fully aligned with aBi Finance's overarching goals for sustainability and are regularly reviewed and updated to reflect the latest evidence and best practices.</p>	<ul style="list-style-type: none"> • Comprehensive M&E strategies developed and implemented for aBi Finance products and projects, capturing both financial and non-financial impacts. • Feedback from colleagues and project teams indicates that support and services on M&E is relevant and appreciated.
<p>Lead regular and rigorous reviews of M&E frameworks; ensure these frameworks effectively capture both financial and non-financial impacts, providing a holistic view of project success and facilitating adaptive management approaches.</p>		
<p>Work collaboratively with colleagues across all departments to ensure that valuable M&E insights are seamlessly integrated into the design and ongoing management of projects; champion the use of data for effective decision-making.</p>		

	<p>Maintain the ongoing alignment of M&E systems and tools with internationally recognized best practices and relevant donor requirements; ensure the highest standards of accountability and transparency are maintained across all M&E processes.</p>	<ul style="list-style-type: none"> Actionable insights presented regularly to senior management, with several recommendations leading to strategic adjustments in portfolio management and future investments.
	<p>Regularly present key M&E strategies and insights to senior management; effectively guide decision-making processes related to portfolio management and future investments; ensure robust M&E systems are in place for all aspects of operations.</p>	

<p>Data Collection & Impact Analysis</p> <p>Monitor, conduct research, and analyse the performance of aBi Finance’s investments to inform decision-making and improve future interventions.</p>	<p>Oversee the comprehensive collection, meticulous cleaning, and thorough analysis of high-quality data from all investments; ensure data integrity and reliability.</p> <p>Develop and maintain standardized methodologies for conducting rigorous impact assessments; ensure consistent data collection and analysis across all projects and a commitment to data quality and best practices.</p> <p>Produce regular, high-quality data-driven reports; effectively highlight key trends, potential risks, and emerging opportunities to support evidence-based decision-making.</p> <p>Benchmark aBi Finance's investment performance against leading industry standards; incorporate valuable global insights into the organization's data strategies for continuous improvement.</p> <p>Ensure robust data quality assurance systems are in place; maintain data integrity and reliability throughout all processes.</p>	<ul style="list-style-type: none"> • Data-driven reports produced and presented, highlighting trends, risks, and opportunities in aBi Finance’s investment portfolio, facilitating evidence-based decisions. • Methodologies for impact assessments developed and standardized across aBi projects, increasing consistency in data collection and analysis. • Benchmarking conducted annually to compare aBi Finance’s performance against industry standards.
<p>Investment Impact Capacity Development</p> <p>Carry out capacity development initiatives for internal teams and partners to effectively manage all aspects of investment impact management.</p>	<p>Regularly assess capacity among internal teams and partners; recommend targeted capacity-building initiatives, and implement a strategic learning and knowledge management plan.</p> <p>Design and deliver engaging, tailored training programs to build capacity for effective investment impact management among internal staff and external partners.</p> <p>Develop and provide easy-to-use, effective monitoring and results-management tools and resources; provide ongoing support to teams in managing and reporting investment impact.</p> <p>Organize and facilitate informative workshops and engaging seminars; promote the adoption of best practices and robust frameworks among partners and stakeholders.</p>	<ul style="list-style-type: none"> • Regular assessments conducted to evaluate the impact management and reporting capacity of internal teams and partners, with tailored capacity-building initiatives implemented based on the findings. • Workshops and seminars on best practices organized for partners and stakeholders, feedback from participants indicates improved capacity.

	Collaborate closely with project teams to provide hands-on support; ensure effective integration of insights into their project management processes and foster a culture of continuous learning and improvement.	
Data Quality Assurance & Compliance Ensure that all results management systems and procedures comply with donor and organizational standards.	Ensure that all Investment Impact monitoring, evaluation and reporting activities fully comply with all relevant donor requirements, adhere to organizational policies, and meet the highest international standards.	<ul style="list-style-type: none"> • Compliance with donor requirements, organizational policies and international standards achieved for M&E activities. • Regular audits of M&E processes conducted, with findings addressed within 30 days and processes passing audit checks without major issues. • Compliance and risk reports on M&E processes prepared regularly for senior management, detailing key risks, mitigation measures, and areas for improvement.
	Conduct regular and thorough audits of aBi Finance's data collection, analysis and reporting processes; identify and address any gaps to ensure data accuracy and consistent adherence to all compliance frameworks.	
	Prepare comprehensive compliance and risk reports for senior management; clearly detail key risks, thoroughly explain the mitigation measures, and identify areas for improvement.	
	Develop and maintain a comprehensive suite of documentation and Standard Operating Procedures (SOPs) for all Investment Impact systems and processes; maintain rigorous data quality assurance procedures and templates.	
	Maintain a robust system for data quality assurance; ensure the consistent integrity and reliability of data throughout all processes.	
Communications and Reporting Ensure effective communication of aBi Finance's impact and results to	Collaborate with the Communications Manager to identify the requirements of key internal and external stakeholders for outputs generated by the Investment Impact unit; develop a structured plan for meeting these needs.	<ul style="list-style-type: none"> • Feedback from key stakeholders, especially investors, indicates satisfaction with quality, timeliness and accessibility of reporting.
	Work closely with the Communications Manager to produce high-quality reports, compelling presentations, and other	

internal and external stakeholders.	impactful communications materials; maintain consistent messaging and brand identity.	<ul style="list-style-type: none"> Data and analysis required for delivery of the (agreed) communications plan are produced on time and to standard
	Work with the Investment Impact Data Analyst to support the production of data visualizations and to develop and maintain a data visualization dashboard; ensure stakeholder access to key data and insights.	
	Lead the development of the annual Impact Report; supporting colleagues in the Investment Teams to accurately determine and then report on their impact.	
	Ensure that all Investment Impact reports that are required by Board, Management and Investors are produced on time and to standard; support the development of ad hoc reports and answers to stakeholder enquiries	

And other duties as requested by the **Head of Impact & Sustainability**.

REQUIREMENTS OF THE ROLE

Qualifications	Competency	Level 1 Standard	Level 2 Specialist	Level 3 Team Leader	Level 4 Leadership
<ul style="list-style-type: none"> • Master's degree in a relevant field such as Economics, Statistics, International Development, or a related field with a strong quantitative component. • Bachelor's degree in a relevant field is required. • Postgraduate diploma in M&E or Project Management (added advantage) 	Ownership & Initiative		√		
	Learning & Adaptability			√	
	Situational Awareness & Thinking		√		
	Execution & Drive for Results			√	
	Understanding Others & Team Collaboration		√		
	Communicating & influencing			√	

Experience

- Minimum of eight (8) years of relevant experience in a senior management role within the development, finance, or impact investment sector. This experience should include demonstrated success in leading and managing teams.
- Proven experience in developing and implementing M&E strategies and frameworks; experience with international development organizations is highly desirable.
- Proven experience in conducting data analysis, producing high-quality reports, and presenting findings effectively to various stakeholders, including senior management and boards.
- Demonstrated ability to build strong relationships with stakeholders and effectively communicate complex information in an easily-understandable manner.

Technical Skills & Knowledge

- Deep understanding of monitoring and evaluation (M&E) principles, methodologies, and best practices; experience with various M&E frameworks and tools.
- Advanced proficiency in data analysis techniques and statistical software packages (e.g., R, STATA, Python); ability to conduct advanced statistical modeling.
- Strong data visualization skills; ability to create clear, concise, and insightful reports and dashboards using appropriate software (e.g., Tableau, Power BI).
- Experience in developing and implementing data management systems; ability to ensure data quality, accuracy, and integrity.
- Experience with predictive modeling techniques and their application to inform strategic decision-making.
- Understanding of green finance, sustainable development, and social impact measurement principles.

SIGNATURES

Name of Job Holder:	Signature(s):	Date:	Name of Supervisor:	Signature(s):	Date: