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| **Designation:** | PP4362 - Impact Analyst |
| **Category:** | Investment Management |
| **Posted by:** | Alexander Forbes |
| **Posted on:** | 10 Sep 2026 |
| **Closing date:** | 18 Sep 2026 |
| **Location:** | Sandton |

**Purpose of the Job:**

The Impact Analyst supports and takes increasing responsibility for the end-to-end delivery of impact analysis, assessments, and related outputs. The role contributes to high-quality execution, effective coordination of inputs, and the consistent application of agreed methodologies, analytical standards, and organisational priorities. The role is designed to accommodate different levels of technical experience, professional maturity, and delivery capability. At an Impact Analyst level, the role will typically involve greater guidance, review, and support from senior team members, with a focus on building technical competence, analytical capability, and professional judgement. As capability and experience develop, the role may progress toward a Senior or Lead Impact Analyst level, with greater independence, accountability, client exposure and ownership of assigned analyses, deliverables and workstreams. The Impact Analyst will work closely with the Chief Impact Analyst and other members of the Paragon Impact team, contributing to the delivery of consistent, credible, and decision-useful impact assessments across portfolios, entities, projects, and client mandates.

**Overview:**

**Responsibilities:**

**ESG, Sustainability and Impact Analysis:**

- Deliver high-quality ESG, sustainability and impact analysis for clients.
- Apply relevant sustainability frameworks and continually strengthen the quality and usefulness of analysis.
- Conduct and support on Paragon assessments, materiality analysis, portfolio assessments, and reporting..

**ESG Integration and Investment Insights:**

- Translate Paragon data and methodologies into insights that strengthen investment research, ESG ratings and decision-making.
- Demonstrate an understanding of investments and the broader investment industry, with the ability to translate sustainability insights into clear, relevant, and investment-focused language
- Strengthen financial and investment knowledge to support more informed analysis and effective client engagement.
- Stay up to date with evolving industry standards, sustainability trends, and market appetite to ensure Paragon Impact's insights remain relevant, informed, and responsive to industry developments..

**Sustainability Advisory and Business Development Support:**

- Provide differentiated sustainability and impact expertise to Corporate/Impact Advisory.
- Support and contribute to client proposals and engagements.
- Identify opportunities where Paragon capabilities can add value and support the generation of new advisory leads.

**Paragon Product and Methodology Development:**

- Provide differentiated sustainability and impact expertise to Corporate/Impact Advisory.
- Support and contribute to client proposals and engagements.
- Identify opportunities where Paragon capabilities can add value and support the generation of new advisory leads.
- Continuously provide insights that can improve Paragon's methodologies, analytical frameworks, technology outputs, and client reporting based on research, regulatory/framework developments, user experience, and client feedback.
- Support framework alignment, gap analyses, and product-development feedback.

**Alexforbes Integration and Cross-functional Sustainability Coordination:**

- Support in embedding Paragon more effectively into established Alexforbes processes and teams.
- Build connections between investment, advisory, sustainability, and technology initiatives to ensure that sustainability strategies and outputs are consolidated, informed and mutually reinforcing rather than operating in silos.
- Build strong cross-functional relationships and communicate Paragon's capabilities and sustainability insights effectively to diverse internal stakeholders, adapting communication to different levels of sustainability knowledge and business needs.

**Knowledge Sharing, Market Visibility and Thought Leadership:**

- Build internal sustainability capability and external awareness of Paragon through training, knowledge sharing, thought leadership, awards, client materials, and collaboration with Marketing.
- Translate complex sustainability, ESG and impact concepts into clear, engaging, and accessible content for different audiences.
- Support the development of high-quality client-facing and market-facing materials that clearly demonstrate Paragon Impact's insights and value proposition.
- Proactively identify interesting research, market developments and emerging sustainability themes that can be converted into differentiated Paragon insights and content.

**Required:**

- Matric / Grade 12
- B-Degree BSoc-Sci / Environmental Sciences
- Diploma in Sustainable Development / Environmental Sciences
- Degree / Diploma / Masters in Investments, Economics, Finance
- 6 months -1 year with sustainability specific training
- 2-3 years with investment experience and a level of sustainability exposure.

**Skills & Competencies:**

**Knowledge and skills:**

- Strong financial analysis, forecasting, budgeting, and reporting skills.
- Strong analytical, problem-solving, and decision-making skills with a high level of accuracy and attention to detail.
- Analysing and interpreting key revenue drivers to provide meaning insights and reporting to stakeholders.
- Good understanding of financial controls, governance, audit requirements and financial reporting.
- Ability to prepare and present information for senior stakeholders
- Advanced Microsoft Excel and reporting systems skills, with a focus on data analysis and process improvement.
- Strong stakeholder management and communication skills, with the ability to engage effectively across Finance and Executives.
- Ability to manage multiple priorities, meet deadlines, and work independently in a fast-paced environment.

**Functional Skills:**

- Strong understanding of sustainability, ESG, impact and relevant frameworks, standards, and emerging trends.
- Conduct robust research, interpret information, and generate evidence-based insights and recommendations.
- Interpret quantitative and qualitative information and turn it into clear reports, visuals, and insights.
- Capacity to understand impact measurement concepts, methodologies, materiality, and assessment approaches.

**Computer Literacy:**

- MS Office, Use of AI platforms such as Gemini, Copilot, ChatGPT and/or Claude.

**Business Skills:**

- Understand Sustainability and Investments and the broader financial services environment sufficiently to contextualise sustainability and impact insights.
- Understand client needs and translate technical analysis into useful, decision-relevant insights.
- Ability to plan, structure and coordinate multiple workstreams, stakeholders, deliverables and timelines effectively.

**Leadership Competencies:**

- Take ownership of workstreams and proactively identify improvements or opportunities rather than waiting for instruction.
- Bring different teams along with sustainability initiatives even where there is no direct reporting relationship.
- Challenge existing methodologies and processes and identify practical ways of improving them.
- Manage competing client, product-development, research, and internal demands effectively.

**People Skills:**

- Build trusted working relationships across investment, advisory, technology, sustainability, and marketing teams.
- Explain complex sustainability concepts clearly to people with very different levels of technical knowledge.
- Work effectively across functions and actively connect people, ideas, and initiatives.

**Core Competencies:**

- Have a genuine interest in sustainability and proactively stay abreast of standards, market developments, and emerging thinking.
- Question assumptions, evaluate evidence and identify limitations rather than accepting outputs at face value.
- Maintain accuracy and quality across analysis, reports, client deliverables, and methodologies.
- Work independently, meet deadlines and consistently produce high-quality outputs.

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