

Careers at BII



British International Investment is the UK's development finance institution and impact investor. We're at the centre of the UK Government's international financing offer. With a mission to solve the biggest global development challenges, we aim to create a virtuous circle of investment and impact.

**what
matters
most?**



Africa Graduate Analyst

Role specifics

Reporting to	Graduate Manager
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Location	Lagos/Nairobi
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Duration	26 months
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At BII, we offer people the chance to do meaningful work, take on real challenges and be part of something special, because that's what matters most.

About BII

We are the UK's development finance institution and impact investor with a mission to help solve the biggest global development challenges by investing patient, flexible capital to support private sector growth and innovation.

We invest to create more productive, sustainable and inclusive economies in Africa, South Asia and the Indo-Pacific, enabling people in those countries to build better lives for themselves and their communities.

We invest every year in green infrastructure, technology and other sectors that need our capital the most.

We currently partner with over 1,500 businesses in emerging economies, and we have total assets of £8.1 billion. We work with our investee partners to support them to succeed and grow impactful businesses. We provide equity, loans and guarantees, both directly and in partnership with like-minded investors, to pool our resources and multiply our impact. **And our partnership goes well beyond money.** We work closely with every one of our investees to help them grow responsibly – commercially, socially and environmentally.

We are at the heart of the UK Government's international financing offer to emerging economies. That includes building partnerships with British businesses that operate in developing and emerging economies and who share our aims.

We are a key partner to emerging economies that are most vulnerable to the climate emergency. Over our current 5-year strategy period, at least 30 per cent of our total new commitments will be in climate finance, making us one of the world's largest such investors in Africa. Our goal is for the countries where we invest to have economies capable of supporting their people for the long term. That means ensuring the businesses we invest in become profitable and self-sustaining. And we recycle all the profits our partner businesses generate for us back into supporting even more businesses.

BII at a glance

Over 75 years supporting sustainable business growth in developing and emerging markets

£8.1 billion in net assets

1,500+ businesses invested in

950,000 workers in the businesses we support

650+ people in our diverse global team

3 key development objectives: Productive | Sustainable | Inclusive

The programme

During your time on our Graduate Analyst programme, you will gain broad exposure across three business areas. The programme is designed to empower and support analysts in aligning their passions and strengths with BII's mission and purpose. The programme is preceded by a six-week training period to help you perform to the best of your abilities. Your rotations will include time within the Africa Coverage team and a focus on both Investment and Impact aspects of the business with the opportunity for international travel to the countries in which we invest. After completion of the programme, you will have gained unique and broad exposure to our organisation and have the potential to be considered for a position within BII.

Africa Coverage As part of our ongoing strategy, BII is working to expand its local presence in Africa. Increasing our local staff, will enable us to identify more and better investment opportunities, enhance our portfolio management efforts and improve our engagement with local stakeholders.

Our Investment teams have two key objectives, to support private sector growth and to make a financial return. Our teams are sector focused: we have a Financial Services team, an Infrastructure & Climate team, and Industries, Technology & Services. Our sector groups are divided into product-focused sub teams for equity, debt and funds. Our teams invest in productive, sustainable, and inclusive development with an increased focus on green infrastructure investments, financing digital transformation, and gender and diversity finance.

Our Impact teams works alongside our Investment teams to assess, manage and evaluate the impact of our investments. We provide impact-focused investment and look at how we can make a positive economic, environmental or social impact. This approach creates deals teams, who have the capability and expertise to deliver our development impact objectives whilst making a financial return. Impact is at the heart of what we do, and our Impact team have developed a world-class framework for impact management based on international standards.

Benefits

- Learning and development opportunities, including a professional and technical skills training programme
- Buddy & mentor scheme
- International travel
- 38 days annual leave, including bank holidays
- Pension scheme
- Mental wellbeing support
- Private medical insurance
- Access to Employee Assistance Programme – providing you with access to 24-hour confidential telephone counselling and a comprehensive online source of information on a range of issues, including mental health

About the role

What you'll be doing

Working within Africa Coverage your responsibilities might include:

- **Market Mapping:** Mapping local businesses across sectors that BII can be associated and do business with.

- **Regional Support:** Support the Coverage team in articulating macro dynamics, gather data and share relevant local knowledge and gain an in-depth understanding of national development priorities.
- **Local Support:** Support the Coverage, Investment and Impact teams in coordinating in-country activities.
- **Deal Origination:** Understand BII's sector team strategies and support on building relationships with intermediaries.
- **Portfolio Management Support:** Assist the Coverage team with portfolio management activities e.g. monitoring performance.
- **Brand building and Stakeholder Management:** Attend and support local events that increase BII's visibility. Build relationships with local stakeholders.

Working with Investment and Impact teams, you could find yourself:

- **Investment Analysis:** Analysing new investment proposals and deal opportunities, including supporting on and conducting financial analysis/modelling, valuation exercises, and market research.
- **Due Diligence** Assisting senior team members with the due diligence on a specific company, sector, and country.
- **Research:** Undertaking research into regions, countries and specific sectors on an ad-hoc basis. This will include providing support to sector mapping exercises.
- **Project work:** Performing discrete project work around sector mapping to identify potential opportunities and to help the Investment team develop these into projects.
- **Portfolio Management:** Supporting senior team members on post-transaction management of portfolio companies.
- **Reporting:** Assisting in the creation of reports, which will be presented to the Investment Committee for approval.
- **Assess Development Impact:** Work closely with impact and investment colleagues to define impact objectives and guide investment decisions
- **Develop Sector Strategies:** Ensure our strategies align with our impact frameworks and drive consistency
- **Create High-Quality Dashboards:** Conduct research for each investment and produce informative dashboards.
- **Compile and Analyse Data:** Assist in gathering, validating and analysing impact data.
- **Address Environmental and Social Issues:** Identify and mitigate risks related to our investments' environmental and social impacts
- **Evaluate ESG Impact:** Assessing how a business impacts the environment and the wellbeing of its staff and the wider society.
- **Improve ESG Credentials:** Develop and monitor action plans to enhance the environmental, social and governance performance of our investees.

- **Innovate and Contribute:** Be part of ground-breaking thinking and guidance notes on new and emerging, environmental and social topics.

About you

What we're looking for

Passionate Changemakers: individuals with a deep interest in, and passion for, creating impact, development finance, and emerging economies.

Technical Proficiency: Advanced Excel and PowerPoint skills.

Analytical Excellence: Aptitude for analytical thinking and problem solving.

Exceptional Communicators: Strong interpersonal and communication skills.

Curious Minds: Intellectual curiosity and forward-thinking approach to the future of development finance.

Strategic Awareness: A solid understanding and appreciation for our objectives, five-year strategy, and dual mandate.

Eligibility Criteria

- An Academic Standing of First-Class or Second-Class Upper
- KENYAN APPLICANTS: A recent graduate (2024 – 2025)
- NIGERIAN APPLICANTS: Nigerian graduates who completed NYSC between Jan 2024 – June 2025
- A demonstrable interest in Development Finance.
- Relevant work experience in finance and/or international development is an advantage

Our cultural values

We look for team members who aspire, as we do, to work at our best and to be:

- Impact-led and commercially rigorous
- Tenacious in the face of challenges
- Collaborative and caring

British International Investment is committed to diversity and inclusion and welcomes all applicants regardless of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, sexual orientation or educational background.