

Principal Strategic Equity Investments

Karandaaz Pakistan · Islāmābād, Pakistan (On-site)

About the job

About Us

Karandaaz Pakistan (KRN) is a not-for-profit organization, based out of Islamabad, registered with the Securities and Exchange Commission of Pakistan under Section 42 of the Companies Act 2017. The entity has been seeded by the Enterprise and Asset Growth Programme of the UK's Foreign, Commonwealth & Development Office (FCDO) and our digital finance initiatives are being funded by the Gates Foundation.

Karandaaz is guided by the vision of Investing for Shared Prosperity, and driven by the mission to enhance the capabilities of the financial and digital ecosystem through investments, innovations, and strategic partnerships for inclusive, green, and sustainable growth.

Karandaaz Capital

Karandaaz Capital aims to support the development of a market for MSME financing by deepening access to growth capital for MSMEs that will result in the generation of broad-based employment in Pakistan and financial returns for Karandaaz. Karandaaz makes investments that are categorized into four buckets: Direct Investments, Wholesale Investments, Strategic Investments, and Green Investments. These investments by Karandaaz help develop pilot investment models and identify new investment avenues and generate learning for commercial capital providers.

Position Summary

The Principal Strategic Equity Investments will be responsible for managing the strategic entities created by KRN and will play an integral part in leading the origination, structuring, execution, and post-deal management of equity and quasi-equity investments in financial services and green sectors. Strategic investments for Karandaaz are such entities which the organization has setup to address a key market gap in MSME and infra finance. These entities have been setup in partnership with IFIs/DFIs and include sovereign backed relationships.

The role requires expertise in strategic investments across NBFCs, renewable energy, and SME-focused platforms, with a focus on delivering both commercial returns and development impact. The incumbent will also support portfolio performance monitoring, investment strategy execution, and cross-functional coordination across the Corporate Investments & Credit team.

Job Description

Investment Origination and Structuring

- Lead the identification, evaluation, and structuring of strategic equity and blended finance opportunities in financial services, NBFCs, SME finance, and renewable energy sectors.
- Build and maintain a pipeline of investible businesses aligned with organizational goals.
- Develop investment theses and financial models to support deal structuring and valuation.
- Stay updated on industry dynamics, regulatory developments, and government incentives for the financial and clean energy sectors.

Green Investment Strategy

- Lead the design and implementation of green finance initiatives with a focus on solar and energy efficiency opportunities.
- Structure financing solutions for SMEs and energy service providers adopting clean technologies.
- Oversee or conduct energy audits to assess viability and eligibility of investments.
- Monitor national and global trends in climate finance to inform investment strategy.

Deal Execution

- Lead the execution of equity, quasi-equity, and blended finance transactions, including due diligence, stakeholder coordination, and transaction structuring.
- Prepare investment memoranda and present to internal committees for approvals.
- Negotiate term sheets and legal documentation with investees and legal counsel.
- Ensure compliance with internal policies and governance protocols through coordination with Legal, Risk, Finance, and other teams.

Resource Mobilization

- Support CIO/CEO KRN in developing and executing comprehensive plan of 'full spectrum fund-raising', in consultation with CEOs/senior management of KRN subsidiaries/associates. The full-spectrum means all types of financing (grant, concessional and market-based funding) in areas of strategic interest (MSME finance, infra finance, green finance) of KRN.

Portfolio Management & Impact Monitoring

- Monitor the performance of portfolio companies, including business plan execution, financial health, and ESG metrics.
- Liaise regularly with investee companies to provide strategic support and ensure delivery on KPIs.
- Support the development of impact reports and portfolio performance dashboards for internal and external stakeholders.
- Identify early warning signals and develop risk mitigation strategies where required.

Governance and Internal Coordination

- Support the CIO in executing the Board-approved investment strategy and preparing submissions for the Investment Committee and Board.
- Maintain MIS and internal documentation in line with audit and reporting requirements.
- Coordinate with internal and external consultants, ensuring quality control of deliverables.

Team Leadership and Development

- Supervise and mentor Associates and Analysts within the investment team.
- Contribute to team learning and development by providing hands-on coaching and exposure to live transactions.
- Promote a collaborative and high-performance culture across the Corporate Investments & Credit vertical.

Eligibility

A preferred candidate will need to have:

Education & Experience

- Master's degree in Finance, Economics, Business, Accounting, or a related field from a reputable institution.
- Professional certifications such as CFA, CA, ACCA, or a certification in renewable energy finance or practical experience of designing/executing green projects are preferred.
- 8–10 years of relevant experience in investment banking, private equity, structured finance, or development finance.
- Strong preference for experience with:
- Investments in NBFCs, microfinance institutions, or SME finance platforms.
- Renewable energy project finance or green capital deployment.
- Financial analysis, modeling, and deal execution.
- Post-investment monitoring and value creation.
- Development agencies designing and implementing specialized programmes for MSME/infra finance.

Knowledge, Skills & Abilities

- Strong understanding of the financial sector, particularly risks faced by NBFCs and renewable energy firms.
- Expertise in project financing, especially in solar and energy efficiency technologies.
- Advanced skills in financial valuation, business analysis, and investment structuring.
- Understanding of ESG frameworks, impact investing, and Sustainable Development Goals (SDGs).
- Familiarity with financial reporting and portfolio performance analysis.
- Strong analytical and problem-solving abilities.
- Excellent written and verbal communication skills in English and Urdu.
- Sound business judgment and ability to present creative and practical solutions.
- Skilled in Microsoft Office (Excel, Word, PowerPoint) and Google Suite.
- Ability to manage and complete multiple projects simultaneously and meet tight deadlines.
- Strong networking and stakeholder management skills.
- Ability to work under pressure and maintain high standards of professionalism.

- Team-oriented mindset with demonstrated experience working in diverse and cross-functional environments.
- High level of attention to detail, planning, and organization.
- Self-starter with a strong sense of ownership and accountability.

Culture and Values at Karandaaz

Karandaaz Culture is guided by our values of *Integrity, Diversity, Entrepreneurship, Appreciation, and Learning Acumen* (IDEAL). These values shape our choices on what we do and how we do it, both with colleagues internally and partners externally. We also believe that we are all responsible for creating a great place to work and are constantly looking to hire individuals who bring the same level of passion and commitment to the purpose of the organization.

If you believe in Karandaaz vision and values and feel excited about the work we are offering, please send us your application for this position.

Applications close at 3pm on Monday, 29th September 2025.

Karandaaz is an equal opportunity employer and encourages applications by all population groups.

To apply: <https://www.linkedin.com/jobs/view/4301050264>