

**Associate Credit**

Karandaaz Pakistan · Islāmābād, Pakistan (On-site)

## About the job

**About Us**

Karandaaz Pakistan 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 Enterprise and Asset Growth Programme of UK's Foreign, Commonwealth & Development Office (FCDO) and our digital finance initiatives are being funded by Gates Foundation (GF).

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

**Karandaaz Capital** provides wholesale structured credit and equity-linked direct growth capital investments in micro, small and mid-size enterprises that have the potential to contribute to sustainable growth and employment generation in Pakistan.

**Position Summary**

Karandaaz is seeking an Associate Credit in the Corporate Investment & Credit (CIC) team who will be primarily responsible for supporting the Principal Debt in developing credit transaction models. The incumbent will be responsible to lead the detailed industry analysis for key target industries.

**Job Responsibilities**Borrower Origination and Analysis

- Originate, evaluate and execute credit transactions (wholesale credit lines, supply chain financing, program lending, securitized products) through analysis of financial standing and credit worthiness of potential borrowers to provide growth capital funding to small and mid-size enterprises with potential for profitable growth and sustainable job creation.
- Develop innovative credit transaction models to enable access to finance to small and mid-size enterprises

- Lead detailed industry analyses (market size and growth, industry structure and value chain, competitive landscape etc.) for key target industries
- Conduct financial analysis (historical and projections) of clients and their investments projects, recommending conditions for credit relationship.
- Assess the impact and additionality that will be created through loans

### Loan Proposals and Documentation

- Prepare loan proposal and essential documents, presentations and research reports necessary to make a credit decision.
- Review and participate in investment negotiations and finalization of transaction documentation
- Establish and maintain quality client relationships to ensure responsive client service and to enhance new business opportunities
- Support actions and processes aiming at improving credit process
- Daily cooperation with other teams (i.e., risk, finance, procurement, monitoring and evaluation and banking partners) in order to ensure most efficient credit service for debt portfolio companies.
- Prepare high quality submissions for the Investment Committee including memoranda

### Portfolio Monitoring

- Monitor, track and manage the performance of portfolio companies including performance vis-a-vis business plan and KPIs and maintain liaison with internal and external stakeholders
- Collaborate with Finance and Monitoring & Evaluation to track, monitor and evaluate the portfolio performance and financial situation of the clients, including analysis and trends in industry, external and internal early warning signals.
- Take adequate actions to mitigate identified risks and generate impact assessment reports
- Prepare documentation for Karandaaz's internal processes including creating and maintaining annual work plans and support in internal and external audits
- Any other task necessary to ensure the optimum performance of the CIC department

## **Eligibility Criteria**

### Education & Experience

- Preferably a Master's level degree in Business, Economics, Accounting or related discipline from a reputable institution. Individuals with a specialization in Finance and CFA qualification will be preferred.
- 6-8 years of work experience in structured finance and/or commercial banking. Demonstrated experience in originating and executing corporate finance and/or loan products.
- Prior exposure to small and mid-size enterprise lending will have an added advantage

### Knowledge, Skills & Abilities

- Understanding of a not-for-profit organization
- Good knowledge of business finance and financial analysis
- Good knowledge of accounting regulations
- Expert level skill in Microsoft Office (Excel, Word, PowerPoint)
- Intermediate level skill in Google Suite
- Strong command over oral and written English. Should be fluent in Urdu.
- Strong analytical skills
- Strong problem-solving skills
- Strong coordination and interpersonal skills
- Demonstrated teamwork skills
- Sound business judgment to identify issues and present creative and practical solutions
- Ability to manage and complete multiple projects simultaneously and meet deadlines under pressure

### **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 the approach that we take towards 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 the Karandaaz vision and values and feel excited about the work we are offering, please send us your application.

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

**Applications close at midnight on Sunday, 1st March 2026.**

To apply: <https://www.linkedin.com/jobs/view/4373768395>