

15 May 2025

**The Public Investment Corporation SOC Limited (PIC) is an asset management firm, whose mandate is to make investments in various sectors of the economy on behalf of public sector entities. Amongst our clients are the Government Employees Pension Fund, the Unemployment Insurance Fund and the Compensation Fund. Over the years, we have grown to be amongst the top, large investment managers in South Africa and the rest of the African continent, with current assets under management at just over R2.6 trillion. At the centre of our growth is a team of self-driven professionals who are results-focused.**

**We are currently seeking applications from dynamic individuals for the following position:**

- **Position: Associate: Workout and Restructuring (Re-advertisement)**
- **\*Job Grade: D1-D5**
- **Ref: AWR150525**
- **Salary:** All-inclusive remuneration package negotiable
- **Centre:** Public Investment Corporation, Pretoria

**Purpose of the role:**

To manage and monitor investments from compliance to legal agreements, investment performance and TOVA issues, including Liquidations and Business Rescue Processes.

**Requirements:**

**Minimum Qualifications and Experience:**

- B Com (Honours) in Finance or B.Sc (Honours) in Finance or any other similar commerce, engineering, legal, internal audit or finance degree
- A minimum of 6 years experience in commercial/corporate turnarounds and rehabilitation, in an asset management, private equity organisation, financial institution or consulting firm in the areas of financial management, business processes, HR management and structures, systems and related areas
- FAIS RE 05 Certificate or must be obtained within 6 months of employment

**Preferred Qualifications :**

- Professional qualification in finance, engineering, legal, internal audit or any other similar relevant degree
- Chartered Accountant, CFA, Master's degree or Certified Rescue Analyst (CRA) would be an advantage

Key Technical/Core Skills Requirement - experience in at least 4 areas must be demonstrated

- Knowledge of credit risk assessment
- Knowledge of Financial Analysis and Interpretation
- A well-developed knowledge of business, management and finance philosophies and practices.
- Well-developed knowledge of working in a consulting environment solving problems for organisations or companies in the areas of balance sheet and income statement management, general financial management, business processes, HR structures, processes and capacity, governance, accounting and other systems and general evaluation of businesses.
- Ability to apply technical and business understanding to assist with the rehabilitation of non-performing assets.
- Ability to apply a wide range of financial and risk assessment and mitigation techniques to the client's business operations.
- Dealing with private sector / commercial workout turnarounds
- Experience of the legal process associated with turnarounds /workouts, business rescue and liquidations.
- Experience in Investment Analysis and Financial Modelling
- Experience in working with Government, SOE's and the Auditor General
- Experience in managing consultants and holding them accountable for outcomes within budgeted timeframes

#### **Duties:**

- Prepare submission reports for the various committees, clients and other stakeholders
- Review submission documents prepared by PMV and ESG for the movement of investments to Turnaround
- Assist in drafting RFPs for approval by the AFP &/ FP
- Monitoring of investments against Turnaround Plans
- Provide early warning signals to the Manager on new developments not already identified at date of transfer

- Update database of investee companies, research and analysis for all investments moved to the Turnaround portfolio
- Conduct portfolio company visits and maintain ongoing interactions with the portfolio companies;
- Conduct detailed financial analysis on investee companies
- Assist in due diligence scoping and conducting due diligence for investments that may be required to implement the turnaround plan
- Assist in the drafting of legal agreements
- Assist in the restructuring of the transaction
- Perform/Assist in Valuations if part of the Turnaround Plan
- Updating of valuations model and database
- Data capturing (capturing all the investee companies' data into the systems)
- Development of post-investment plan to be submitted together with the investment appraisal report
- Assist in managing investees in Business Rescue by Monitoring the BR procedure.
- Assist in managing clients in Liquidation
- Liaison with the Auditor General
- Liaison with Clients

**Competencies and skills:**

- Problem-solving skills
- Pro-active management of deliverables
- Providing innovative solutions to challenges
- Strong business acumen
- Good report writing and presentation skills to internal and external stakeholders
- Excellent communication skills (oral and written)
- Interpersonal skills
- Negotiation skills
- Planning and organising
- Time management
- Performance and result-oriented
- Ability to deal with stress/pressure
- Strong quantitative and qualitative analytical skills
- Customer service oriented

Our firm values diversity, and excellence and is committed to the realisation of these across all operations and investment activities. If you are dynamic, resilient, agile, disciplined and willing to be part of a team that is focused on creating meaningful change, you are welcome to submit your application for this position.

**Closing Date: 2 June 2025**

**\* Grade Range:** The grade range for this position is from D1-D5, commensurate with applicable minimum requirements.

**The PIC is an equal opportunities employer, aligning appointments with the PIC Employment Equity plan.**

Please forward a copy of your comprehensive curriculum vitae, quoting the reference number, to:  
[Recruitment6@pic.gov.za](mailto:Recruitment6@pic.gov.za)

**Privacy Notice:** *By submitting your application, you consent to the PIC processing your personal information as per applicable laws and the PIC Privacy Policy available on the PIC website ([www.pic.gov.za](http://www.pic.gov.za)). You are free to withdraw your consent at any time, after which, the PIC may cease processing your application.*