

Investment Associate

Location	Flexible – Johannesburg, Cape Town, Lagos, Nairobi, Cairo, Dakar, Abidjan (w/ travel)
Timing	Applications close Monday, 28 th September, with latest target start Jan 2027
Compensation	USD base + bonus + carry, with benefits
Apply	Apply through this link , applications reviewed as received

Summary

Enza Capital has spent seven years backing teams building technology businesses across Africa. We are now in the advanced stages of launching our next fund, the AI Africa Fund, and we are hiring an Investment Associate to build with us through this cycle: to find, back, and help build the next technology and AI-driven champions across Africa, and to help shape this part of the market over the next decade.

This is a role for an ambitious professional wanting to build an investing career in technology and AI in Africa. You will see more companies in a year than most people see in five, you will build the work that goes to our Investment Committee, and you will be in the room contributing to the decisions that are made. You will work across the whole firm, including our existing Fund I and Fund II portfolio companies alongside new investments.

About Enza

Enza Capital backs founders and teams using technology and AI to solve large and meaningful problems across Africa. Since launching in mid-2019 we have made 75 investments across 47 companies in Kenya, Uganda, Nigeria, Ghana, Côte d'Ivoire, Senegal, Egypt, Morocco, and South Africa. We lead, co-lead, and co-invest across fintech, logistics, education, health, human capital and climate sectors. In addition to our existing geographic presence, we are specifically increasing our presence in both South Africa and Nigeria.

We are a multi-stage investment fund deploying between \$250,000 to \$5,000,000 from pre-seed to Series B, with capacity to follow on in later stage companies through Enza Growth Capital, an evergreen investment vehicle exclusively investing in existing portfolio companies. We have also launched and run an Entrepreneur-in-Residence programme which takes us to the earliest stages of building with and investing in people. We take a long-term view and back people who execute consistently, learn voraciously and scale ambitiously. We balance startup agility with institutional rigour.

About you

We are looking for an exceptional colleague, one who is a team player and who has demonstrated commitment to using business, finance, and technology to create lasting impact and commercial value in Africa. You thrive in fast-paced and entrepreneurial environments, and you bring analytical rigour in your approach and working style. You are a collaborative colleague with insatiable curiosity, and you are enthusiastic about engaging with brilliant founders and teams shaping the future of this Continent.

You will also have experience in, and exposure to international markets combined with global views of work quality, effort, and excellence. You will be excited about the prospect of learning daily and making this a defining part of your career, and you are likely excited to read about this opportunity as it resonates with your values and ambitions.

What you will do

1. **Cover the pipeline.** You will be one of the first points of contact for companies approaching Enza. Early review and analysis, first conversations with founders, and keeping the pipeline honest, current and moving.
2. **Build the analysis.** Do the work that decisions rest on: market and sector research, financial and cohort analysis, technical assessment, reference calls, and the memos that go to our Investment Committee.
3. **Support the portfolio.** Work with the companies we have already backed on reporting, metrics, introductions, hiring and the ad hoc problems that come with being a small company's investor. You will also help prepare reporting for our LPs.
4. **Build the firm.** Help make Enza a stronger and more effective investment team. Contribute to improving processes, strengthening how we work together, and raising the quality and consistency of our investment work. Use emerging AI tools and automation to improve research, analysis, workflows and execution across the firm.

Who you are

- 3+ years of relevant experience including venture, private equity, investment banking, consulting, or an operating role at an African technology company
- Deep curiosity and knowledge about technology, and about where AI is taking the companies we back
- You have a view about African markets that you arrived at yourself, from data or from proximity
- Strong research, quantitative and analytical skills, matched by social and emotional intelligence. Founders should want you in the room and at the table through both the ups and downs of their journey
- You write and speak well. Much of this job is making a complicated situation clear and legible to someone with a few minutes
- A structured thinker who will state a view, hold it under pressure, and change it when the evidence moves
- Based in or moving to one of our markets, and enthusiastic about travel across the continent
- Ambitious about becoming an investor who leads deals, and about growing to Principal and beyond

What we offer

Full-time and permanent role. USD base, bonus and carry. Positive culture, learning and development budget, flexible holiday, remote working, home office allowance, health insurance, and parental leave.

To apply

Please complete the application in full and submit once complete. Please only apply for one posted role that best suits your experience. Submissions will be reviewed as received and applications close Monday, 28th September. Questions to talent@enza.capital

Apply here: <https://talent.enza.capital/associate>