

Investment Principal

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 Principal 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 senior role requiring meaningful experience investing in and building businesses in Africa, together with significant exposure to product and technology. You will lead investments end to end, establish a strong presence in your market, and grow with the team over time. 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 thoughtful leader, a collaborative colleague, and an empowering manager. 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. **Originate opportunities.** Build and hold the relationships that produce proprietary deal flow, particularly in your region, with founders, operators, co-investors, angels, VCs and other ecosystem builders. Build Enza's presence where you sit, and hire into it over time.
2. **Lead transactions.** Drive execution end to end: origination, diligence, term sheets, long form legals, alignment and close. You will work closely with Enza Capital colleagues and the Investment Committee to reach robust and informed investment decisions across the firm.
3. **Support the portfolio.** Work with management teams through board and observer seats and through the post-investment period. This includes strategy, business development, market entry, senior hiring, the next round, M&A and exit.
4. **Build the firm.** Help make Enza a stronger and more effective investment firm. Contribute to improving processes, building a high-performing and positive culture, and raising the quality and consistency of how we work. Apply emerging AI tools and automation across investment and operational workflows to improve quality, accuracy and throughput.

Who you are

- 6+ years of investment experience including venture, private equity, hedge fund, advisory or investment banking
- You have invested directly into privately held African companies, and you have sat on boards as an observer or director
- Operating experience inside, and direct exposure to, an African technology company that has raised venture investment
- 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 can represent Enza on stages and at events, both in person and in writing, to founders, co-investors and LPs
- 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 growing to Partner

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/principal>