



**Position:** Intern

**Location:** London / Nairobi

**Job type:** Full-time paid internship

**Duration:** 6-12 weeks

**About Sofala:** With offices in London and Nairobi, Sofala Partners is an Africa-focused business intelligence and advisory company. We provide investors and development sector clients with bespoke research and strategic advice to inform key decisions.

**Overview:** Our internship is a research-focused role. The intern will primarily be responsible for supporting the wider team to deliver complex projects including due diligence reports, strategic advisory briefs and and political monitoring projects. The role provides a good opportunity to build country-specific and sectoral knowledge, as well as to sharpen research, writing and communication skills.

### What we're looking for

- Candidates with a Master's degree in a relevant discipline (for example: African studies, political economy, international relations, development studies).
- Candidates who demonstrate an active interest in an early stage career in consulting and advisory work.
- A demonstrated academic or professional interest in Africa. Experience living or working in Africa is preferred.
- Strong communication skills. This includes the ability to communicate complex ideas clearly and concisely both orally and in writing.
- Self-starters who are receptive to feedback and eager to learn, with the ability to work collaboratively in a team environment.
- Candidates who reflect Sofala's values (see next page).
- English fluency required. Additional non-English language fluency is beneficial (ideally French, Portuguese or Kiswahili).
- Strong technical skills using Microsoft Office (Word, PowerPoint, Excel).

### What you'll do

- Support research and writing for client reports on a diverse range of project types.
- Contribute to research and writing for proposals.
- Suggest ideas and compile drafts for potential marketing pieces (these include short articles published on our website and shared with our clients).

### Benefits

- Experience working in a dynamic, non-hierarchical team of individuals passionate about the work Sofala does.
- Paid internship.

### How to apply

- Please submit a cover letter, CV and writing sample to [careers@sofalapartners.com](mailto:careers@sofalapartners.com) with "Internship – Location – Your name" in the email title.
- We recruit for interns on a rolling basis.

## Core values and ways of working

- We are committed to building a company which is – simply put – a nice place to work. Our working culture is relatively informal and flexible. We believe that for teamwork to thrive we need to treat each other with respect, politeness and kindness.
- Trust, transparency & teamwork: We run the business on the principles of complete transparency and collective risk/reward, i.e. teamwork. Day-to-day, we communicate on everything – talking through problems, making joint decisions, and flagging problems and mistakes early. We also sink or swim together. Bonuses and salary increases are calculated primarily on the basis of the company's overall performance: there are no individual incentives for business development, for example.
- Independence: We have no external investors, no debt, and no restrictions on how – and how fast – we grow. Our low overhead model means that we are profitable and don't ever need to take on work to meet onerous operating costs. In short, we are fully independent.
- Integrity: We don't always say what clients want to hear, and we will always turn away work if the client does not fit with our objective of making a positive impact. We will always turn down commercial opportunities if they present any risk to the company's reputation and we are confident that this will serve us well in the long run.
- Experience: We work in small, highly experienced teams, whose members have a sense of ownership over the business. We have no ambition to grow headcount or top-line revenues for the sake of it. Rather, we are building a high margin business with a reputation for professionalism and quality that sets it apart.
- Agility: Our operating model is relatively low cost and we work with a large number of experienced contractors. In this way, we can assemble the right team with the right blend of experience to deliver for the client at short notice anywhere on the African continent. Finally, we have developed cloud-based data management and accounting software/systems that eliminate the need for full-time administrative staff.
- Innovation: We are developing ways of working and subject matter expertise that no other advisory firm can offer in Africa. One example is our work for Financial Sector Deepening Africa, where we combined country risk expertise and a proven investigations methodology with the deal advisory tool-kit of an investment bank. Another example is our detailed work and experience in Africa's agriculture sector – no other Africa risk and advisory firm has comparable sectoral expertise.