



Position: Principal

Location: London or Nairobi, with occasional travel and secondments

Job type: Permanent

Overview : A Principal leads investigations and market research across multiple sub-Saharan markets and sectors, working closely with our clients to develop actionable recommendations in response to specific opportunities and challenges. As we're a small, close-knit and non-hierarchical team, this role will be more entrepreneurial than any equivalent at a larger firm, and there'll be an opportunity to contribute directly to the strategy of the company as a whole.

What we're looking for

- Master's degree in related discipline (e.g. political science, international relations, political economy).
- Minimum five years' experience working in business intelligence or a related field (experience living and working in Africa is desirable).
- Ability to communicate complex ideas effectively and concisely in writing and verbally, and produce client reports and deliverables to a high standard that require minimal editing, with clear articulation as to why and how the information is relevant to the client's objectives.
- Self-starter with the ability to work collaboratively in a team environment.
- Willingness to travel.
- Foreign language fluency (ideally French or Portuguese).
- Strong technical skills in using Microsoft Office (Word, PowerPoint, Excel).

What you'll do

- Play a lead role on integrity and ESG due diligence projects, market-entry and benchmarking assessments, public policy monitoring, and political risk advisory engagements.
- Manage day-to-day client liaison and present our reporting and analysis to clients.
- Manage subcontractors professionally and effectively, including development of clear research briefs; build new subcontractor relationships.
- Peer review of outputs by other members of the team.
- Support more junior members of the team in building their ability to produce relevant, accurate, focused, and clearly sourced briefs.
- Build professional networks beyond existing client relationships, both in London and in Africa.
- Research for, and draft, proposals for new business.
- Support with company Business Development strategy, including researching new client opportunities.

Please submit a cover letter and CV to:

Email: careers@sofalapartners.com

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.