

MILLAR CAMERON



Principal – Impact-Driven Finance *SNV*

About *SNV Proximate*

SNV is a mission-driven global development partner with sixty years of embedded, country-level presence. It is home to 57 cultures working in 22 countries, with around 95% of its team members holding the nationality of the countries in which they work. Its work spans agriculture, energy access and water, and rests on long-term relationships with governments, companies and communities rather than short-term project cycles. For more information about SNV, visit <https://www.snv.org>

SNV Proximate (working name) is a newly established impact capital accelerator. It brings together SNV's expertise in impact-driven finance and inclusive commercial value chains to develop commercially viable solutions that generate both business value and development impact, operating with the pace, ambition and commercial mindset of a boutique advisory firm, while drawing on the reach, credibility and market presence of a global development organisation.

SNV Proximate works with companies, investors, development finance institutions, foundations and governments to design, test and grow new approaches to mobilising investment, strengthening markets, and building more inclusive and resilient value chains across emerging economies.

What the practice does

- Nurture investment-ready businesses. Pre-investment technical assistance for growth-constrained agribusinesses, energy enterprises and service companies across frontier markets, strengthening financial models, strategy, and the independent risk analysis investors need. Where an investor is already identified, SNV Proximate works with both sides on deal structuring and due diligence.
- Support more inclusive, resilient supply chains. Inclusive sourcing models, farmer training, quality assurance and pricing mechanisms for agribusinesses, energy distributors, processors and exporters, alongside support for companies entering export markets for the first time.
- Partner with corporates, DFIs and foundations on inclusive growth programmes. Technical assistance facilities, working capital programmes, and shared-value initiatives that connect corporate strategy to smallholder outcomes, with monitoring frameworks designed to attract further investment.

Main responsibilities

The Principal – Impact-Driven Finance is one of two founding commercial roles in SNV Proximate, responsible for shaping how SNV engages the growing market for impact-driven finance from blended finance facilities and development finance institutions through to impact funds and technical assistance providers.

In practice, the work centres on supporting fund managers and investors through their own capital-raising process: understanding what LPs are looking for, how a fund is structured, and how to design the technical assistance facility that is increasingly bundled with a fund as it is raised. It also requires the ability to evaluate a pipeline company quickly for investment readiness – equity versus debt fit, term sheet literacy, and deal structuring logic.

SNV Proximate's strongest position is with emerging fund managers entering impact investing who do not yet have in-house field presence, monitoring capability or technical assistance infrastructure. SNV's multi-country footprint and depth of country context and relationships supplies exactly that. This role is accountable for converting that advantage into signed, paid mandates.

This is not a traditional development sector role. It requires someone who can move between the boardroom and the field, close commercial mandates, and deliver work that earns repeat business. Impact-driven finance is a long-cycle market in which relationships precede contracts, and the successful candidate will bring a meaningful part of that network with them.

Success is defined and tracked two ways: contracts signed, and revenue actually collected. The unit operates with genuine stage gates; further growth is contingent on demonstrated revenue progression. The right person will find that commercial pressure energising rather than unsettling.

This is a hands-on, execution-focused role. The successful candidate will originate the work, lead the delivery, and build the methods and assets that make the practice more efficient over time.

Dimensions of the role

Business development

- Build and manage a pipeline of IDF engagements across target geographies – Sub-saharan Africa (East, West, South) and Asia (South and Southeast).
- Identify, qualify and convert opportunities with impact investors, blended finance facilities, DFIs and technical assistance providers.
- Lead proposal development for IDF mandates, from scoping through to submission and negotiation.
- Open doors from day one. This role does not have a long relationship-building runway; the successful candidate will already know a meaningful number of the active DFI and impact investor decision-makers in this market.
- Apply a strict bid/no-bid filter. You are accountable for pipeline quality, not just pipeline volume.
- Represent SNV Proximate at sector events and in client meetings as a credible peer with proof points. Conferences are positioning events, not prospecting events.
- Maintain a live, qualified pipeline in the CRM and own your numbers.

Delivery

- Serve as delivery lead on engagements – accountable for quality, client relationship and outcomes through to final sign-off.
- Manage specialist sub-contractors and technical inputs to high quality standards.
- Conduct quality reviews on every engagement and feed findings back into the pipeline.
- Ensure every engagement produces a reusable asset – a framework, a dataset, a methodology or a case study.
- Work comfortably across a mix of shorter, staged assignments and longer-term mandates, building toward larger engagements through smaller early wins.

Market and thought leadership

- Stay close to developments in impact investing, blended finance and development finance. Know what clients are buying and what they will pay for, who the active buyers are, and which instruments are in market.
- Contribute to how SNV thinks about the sector, not only how it sells to it. This role requires genuine views on where impact capital is going, expressed in writing, in rooms and in front of clients. Thought leadership here is a commercial asset.
- Identify gaps in SNV's IDF offer and propose new products or service lines based on market demand.
- Build a set of reusable methodologies and tools from delivered engagements that make the practice more efficient over time.

Skills and experience

Required

- At least 10 years of experience at the intersection of finance and development – in impact investing, blended finance, DFI advisory or related fields. Prior work specifically in impact or blended finance is required; a pure-play investment background without that exposure is too steep a learning curve for this role.
- Fluency in the language and mechanics of fund structuring and capital raising, and the ability to evaluate a pipeline company quickly for investment readiness – equity versus debt fit, term sheet literacy, deal structuring logic.
- A track record of originating and closing commercial mandates. You have won work, not just delivered it.
- Experience working in or with emerging markets, particularly sub-Saharan Africa and/or South and Southeast Asia. Frontier and fragile market experience counts for more than regional breadth.
- Demonstrated ability to manage client relationships at senior level – with fund managers, DFI directors or equivalent.
- Experience delivering technical assistance, transaction advisory or investment structuring engagements.
- Experience designing and leading multi-month advisory or implementation engagements, not just contributing to them.
- Experience navigating matrix organisations and working across country teams and geographies without direct line management authority. This role requires influence without hierarchy.

Preferred

- Strong commercial instinct. Ability to read a client's buying signals and know how to position an offer.
- Fluency in the language of impact finance: blended finance instruments, impact measurement, capital mobilisation, DFI mandates.
- Ability to write compelling proposals under time pressure.
- Strong analytical skills – comfortable with financial models, business cases and investment logic at a working level.
- Strong written and verbal communication in English. Additional languages an advantage.
- Comfort with CRM and pipeline management tools; you keep your own records current without being asked.

Leadership competencies

- Commercially driven. Motivated by closing deals, building partnerships, and creating something from the ground up. Measures success in mandates won and clients retained.
- Dual fluency. Equally credible with commercial and development sector clients, and able to move between both worlds without losing authority in either.
- Rigorous. Holds self and others to a high standard; work leaves the team only when it is genuinely excellent.
- Honest and pragmatic. Clear-eyed about what is working and what is not and uses evidence and experience to inform decisions.
- Patient with cycles, impatient with bureaucracy. Comfortable with long sales cycles and complex investment deals; little tolerance for inefficient processes.
- Builder mentality. Energised by taking ideas from concept to execution and comfortable with the ambiguity of building something new inside an established organisation.

Additional *information*

Reporting to:

Director of Strategic Initiatives

Direct Report:

None at appointment. This is a founding Phase 1/2 hire; the role is expected to lead managers and consultants as the practice grows, subject to stage gates being met.

Location:

Global, location flexible.

MILLAR CAMERON

How to apply

Please send your CV and contact details to Silvia Tikani who will contact you to discuss your application in more detail.



Marta Koczorowska - Lead

Email: marta@millarcameron.com

Phone: +44 2038 000 218



Silvia Tikani - Researcher

Email: silvia.tikani@millarcameron.com

Phone: +254 20 5038446

Application Deadline

Please submit your application by 21 September 2026. Applications received after this date may not be considered.

Due to High Volume

We appreciate all applications; however, only shortlisted candidates will be contacted. Thank you for your understanding.

Commitment to Diversity

At Millar Cameron, we are committed to supporting our clients in building diverse and inclusive teams. If you're enthusiastic about this role but don't meet every requirement, we still encourage you to apply.



M I L L A R C A M E R O N

Who are Millar Cameron?

Founded in 2007, Millar Cameron is an executive and professional search consultancy that focuses on Africa and other emerging markets.

Our goal is to provide client-centric, tailored executive search, recruitment and strategic advisory. Our international reach paired with local market knowledge enables us to provide our clients outstanding leaders who deliver consistent results, irrespective of geography.

We employ a rigorous research driven search process to identify the best fit for our clients, taking into account both hard and soft skill sets.

Our extensive experience yields a robust approach to market intelligence and a longstanding network of global relationships.



MILLAR CAMERON

PEOPLE . PASSION . PERSISTENCE

Oxford London Nairobi