JOB DESCRIPTION – IMPACT ASSESSMENT OFFICER

Job location: Nairobi, Kenya

Purpose:
Under the supervision of and reporting to the Impact Coordinator, The Impact Assessment Officer is responsible for assessing, rating, monitoring and reporting the development impact and additionality of ATIDI's underwriting operations across the full transaction cycle, from origination and underwriting through to portfolio monitoring and ex-post evaluation.

The role operationalises ATIDI's Impact Assessment Framework (IAF), drawing on established multilateral practice so that impact considerations inform transaction decisions alongside risk and pricing, and that ATIDI can report credible, comparable results to its Board, shareholders and partners.

Key Duties and Responsibilities:

Ex-ante Impact and Additionality Assessment

- Conduct ex-ante assessments of proposed transactions under the IAF, articulating a clear development impact thesis (the causal chain from ATIDI's support to expected outcomes for people, firms and economies).
- Assess expected development outcomes across relevant dimensions, including employment, household and SME benefits, government revenues, infrastructure and energy access, trade and regional integration, private sector development, gender inclusion and environmental/climate effects.
- Assess ATIDI's additionality, distinguishing between financial additionality (e.g., enabling tenor, pricing, capital relief or mobilisation not otherwise available) and non-financial additionality (e.g., standard-setting, risk mitigation through member-state relationships, deterrence effect, catalysing other investors).
- Assign IAF impact and additionality ratings and scores, and prepare impact notes for inclusion in early screening, underwriting committee and Board papers.
- Define project-level baselines, indicators and targets at entry so that results can be tracked over the life of the cover.
- Ensure that proposed transactions align with ATIDI's strategy, Member State development priorities and the Sustainable Development Goals (SDGs).

Results Monitoring and Measurement

- Operate and maintain ATIDI's development results indicator system, collecting a common set of core indicators across all transactions, supplemented by sector-specific indicators and harmonised where practical, with the multilateral Harmonized Indicators for Private Sector Operations (HIPSO) indicator set.
- Coordinate periodic data collection from policyholders, insured lenders and investors, including post-commitment results reporting at agreed intervals.
- Apply data-quality controls to assess completeness, consistency, plausibility and traceability and maintain the impact database and supporting evidence files.
- Track actual performance against ex-ante targets and escalate material under-performance to management and Underwriting.

Ex-post Evaluation and Learning

- Support ATIDI's self-evaluation programme for mature transactions, by assessing the achievement of development outcomes, ATIDI's contribution to those outcomes and the quality of ATIDI's work at the time of transaction entry.
- Apply good-practice standards for private sector evaluation used by multilateral evaluation bodies (e.g., Evaluation Cooperation Group standards) to ensure methodological rigour and comparability of findings.
- Synthesise lessons learned and feed them back into the IAF methodology, origination priorities and underwriting practice through learning notes and staff learning sessions.

Portfolio Impact Reporting

- Prepare portfolio-level analysis of expected and achieved development impact by country, sector, product and instrument.
- Draft impact content for the Annual Report, Development Impact Report, Board and Board committee papers, and shareholder and partner reporting.
- Contribute climate- and sustainability-related information to ATIDI's disclosures under IFRS S1 and IFRS S2, in collaboration with Finance and Risk Management.
- Map portfolio results to the SDGs, Member State priorities and, where relevant, external benchmarks such as the 2X Criteria for gender-lens investment.

Framework, Methodology and Systems

- Maintain and periodically refine the IAF methodology, rating scales, scoring guidance and sector templates, drawing on implementation experience and peer practices among multilateral development finance institutions (MDFIs).
- Support the design, testing and roll-out of ATIDI's digitised ESG and IAF system, including the development of indicator definitions, workflow and reporting outputs.
- Maintain clear documentation and an audit trail for all ratings, assumptions and data sources.

Risk Integration and Governance

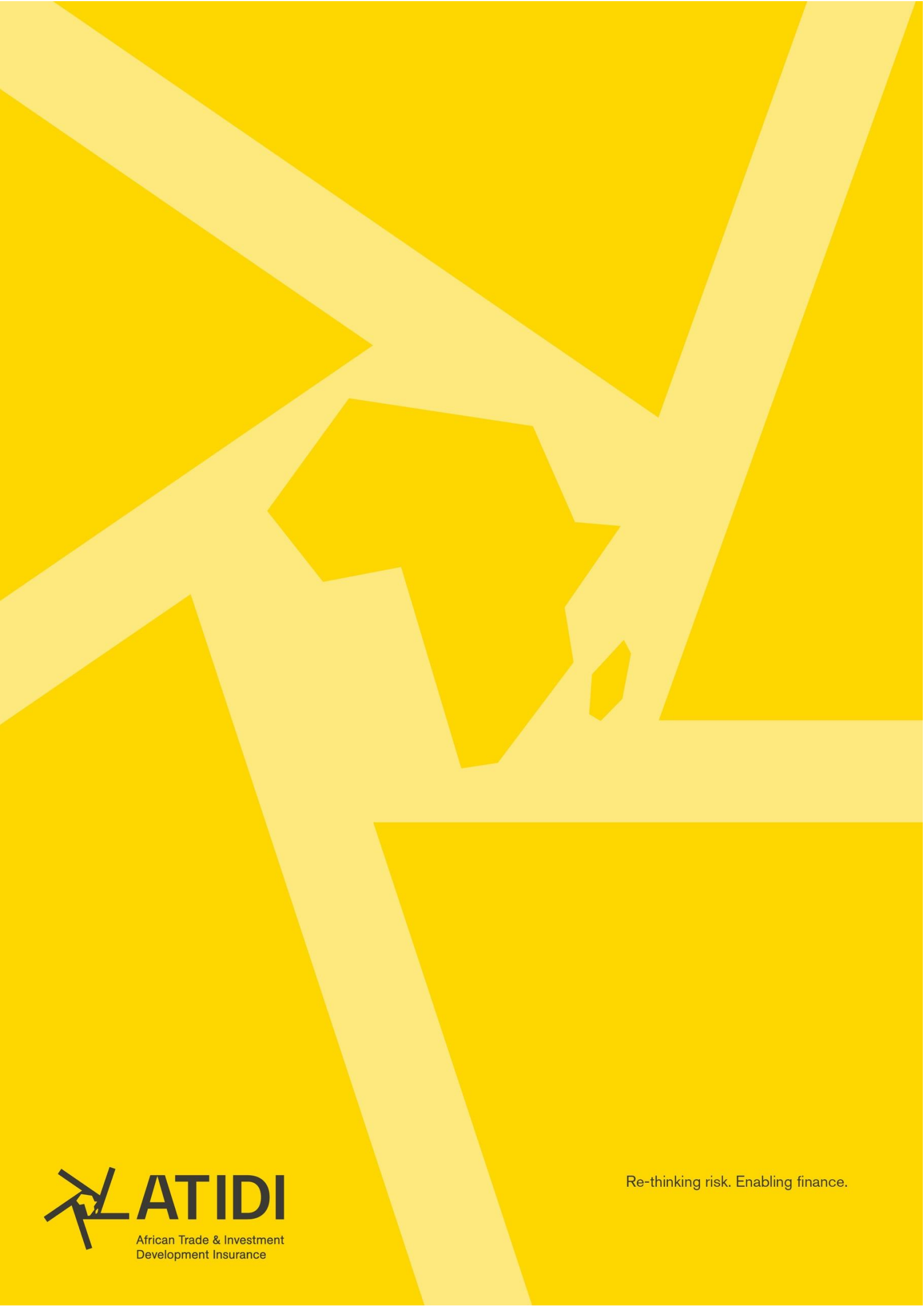
- Work with Risk Management to identify and monitor impact-related risks, including impact under-delivery, data-integrity risk and reputational risks ("impact-washing") risk, and contribute to relevant key risk indicators.
- Ensure impact assessments are consistent with ESG due diligence and inform ATIDI's risk appetite and pricing decisions, ensuring that expected development returns are weighed alongside credit and political risk.

Stakeholder Engagement and Capacity Building

- Engage clients and partners to explain ATIDI's impact requirements and support them in meeting their reporting obligations.
- Build internal capacity through training for underwriters and other staff on the IAF, additionality and results measurement.
- Represent ATIDI in DFI and multilateral working groups on impact measurement, harmonised indicators and evaluation, as delegated.

Role Specifications:

- A master's degree in economics, Development Economics, Finance, Public Policy, Statistics or a closely related field.
- A bachelor's degree in economics, Development Economics, Finance, Public Policy, Statistics or a closely related field.
- At least five (5) years of relevant professional experience in a role related to Sustainability, Monitoring and Evaluation, Impact Assessment or ESG matters;
- Experience working at, or with a multilateral development bank, development Financial Institution, export credit agency or political risk / credit insurer is strongly preferred.
- Knowledge of Impact Investing and ESG standards, principles and processes.
- Experience in Sustainability, Impact and/or ESG Reporting.
- Experience designing or operating results measurement systems and indicator databases
- Experience working with cross-cutting sustainability initiatives within a corporate environment.
- Familiarity with impact measurement and sustainability frameworks and standards (IRIS+, GRI, SDGs, IFRS S1/S2, and the Operating Principles for Impact Management, etc);
- Strong quantitative and qualitative analytical skills, including economic and financial analysis, indicator design, data analysis, research and basic econometrics technics. Proficiency in Microsoft Excel and at least one statistical analysis or Business Intelligence tool (e.g. Stata, R, Python or Power BI)
- Excellent interpersonal communication (written, oral and presentation) skills, with the ability to communicate effectively with diverse stakeholders.
- Ability to manage multiple tasks and priorities effectively in a high-performance environment.
- Fluency in both written and spoken English and French.



ATIDI

African Trade & Investment
Development Insurance

Re-thinking risk. Enabling finance.