

## **BUSINESS INTEGRITY PROFESSIONAL**

### **Be the internal expert and enhance portfolio companies' business integrity systems**

With good business integrity and corporate governance structures and practices in place, businesses mitigate risk, safeguard against mismanagement and can attract investments and capital, providing the fuel for growth. IFU is looking for a Business Integrity Professional, who has a proven track record on business integrity and corporate governance in the private sector and is motivated by contributing to investments in the most challenging markets in Africa, Asia, Latin America and Europe with the aim of supporting economic development.

#### **THE JOB**

The Business Integrity Professional is the subject matter expert that supports the investment teams and investee companies and is the focal point/support on internal compliance matters. In the role you will:

- Develop/(re-)design and maintain all business integrity and corporate governance-related IFU processes and policies, including anti-corruption
- Assess risks against IFU's Sustainability Policy and sub-policies, and design, promote, negotiate and monitor associated action plans
- Perform business integrity and corporate governance due diligence paying special attention to the structures that specify the distribution of rights and responsibilities among different participants in the corporation, such as the board, managers, shareholders and other stakeholders
- Work directly with the portfolio companies, funds and financial institutions to improve their business integrity and corporate governance structures and practices
- Deliver training to IFU representatives on boards
- Help build and maintain strong relationships with external stakeholders and ensure that learnings from external fora are shared internally
- Focal point on anti-corruption measures. Supporting especially Legal and HR as subject matter expert and take active part in developing and delivering trainings on anti-corruption for IFU staff and IFU advisors
- Support IFU's grievance and complaint committee

The Business Integrity Professional reports to the VP, Sustainability and Impact, and is part of the Sustainability and Impact team. When taking part in transaction processes, carrying out due diligence, you are staffed to deal teams and will then report to the leading VP on the transaction.

#### **QUALIFICATIONS**

We are looking for a profile who is considered an expert on business integrity and corporate governance and can work in and support multi-disciplinary teams. You should have experience in assessing a company's governance and business integrity systems, identify compliance, reputational and operational risks and develop mitigation actions that help to improve company performance, reduce long-term costs and increase development impacts.

You have strong team skills, contributing to team success and to a constructive, positive and collaborative work environment. In addition to this:

- Academic-level, MBA, Law, or other relevant graduate degree
- 5-8 years of relevant experience with a proven track record
- Good understanding of generally accepted corporate governance principles and anti-corruption measures, including the systems by which business corporations are directed and controlled
- Experience advising family-owned and/or state-owned enterprises is a plus
- Experience carrying out/facilitating change processes in companies and on all levels
- Ability to build productive, lasting working relationships with clients, strategic partners and investment teams
- Risk aware and able to escalate key issues when necessary

- Excellent English communication skills, both written and verbal
- Culturally sensitive

### **APPLICATION**

**Send your CV and motivated application from your own email to [job4@ifu.dk](mailto:job4@ifu.dk) as soon as possible and no later than 7 February 2022, 08:00 am CET.** For further information, please go through IFU's website. If you have questions, please send them in an email to [HR@ifu.dk](mailto:HR@ifu.dk), and we will revert to you.

*IFU – the Investment Fund for Developing Countries is a Danish impact investor contributing to green, just and inclusive societies as well as supporting the Sustainable Development Goals. IFU provides risk capital to companies operating in developing countries across Africa, Asia, Latin America and parts of Europe. Investments are made on commercial terms in the form of equity, loans and guarantees. IFU has co-invested in over 1,300 companies in more than 100 developing countries and emerging markets. Contracted investments total EUR 31 billion, of which IFU has contributed EUR 3.4 billion. Capital under management is EUR 1.7 billion. Read more at [www.ifu.dk](http://www.ifu.dk)*