

what *matters* most?



Building future careers

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"We are trying to *solve* some of the toughest challenges in our markets."

Dayo Ogundare
Investment Executive, Financial Services Debt



Introduction

"I love telling people what I do."

British International Investment (BII) is the UK's development finance institution and impact investor. We're at the centre of the UK Government's international financing offer. We help tackle the biggest global development challenges, investing for impact in some of the world's most complex markets. Our scope and impact gives you the opportunity to do vital and hugely rewarding work.

what *matters* most?



what
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most?

Who we are

We are the UK's development finance institution

BII is one of the world's leading development finance institutions (DFIs). Our mission is to help solve the biggest global development challenges by investing patient, flexible capital to support private-sector growth and innovation. We currently partner with almost 1,500 businesses in emerging economies and have total assets of £8.1 billion.

Our aim is to create more productive, sustainable and inclusive economies in Africa, Asia and the Caribbean, enabling people to build better lives for themselves and their communities. We invest for impact but also to make a financial return. Those profits are then reinvested to support more businesses, in more places, to make a positive impact.

"We do good things in the world's most *complex* markets."



Who we are continued

BII in numbers

BII at a glance

1,500

We currently partner with almost 1,500 businesses in emerging economies

£8.1bn

Total assets

£6.9bn

Portfolio

Data correct as of December 2022

In total, across our whole portfolio, we're invested in...

65

countries

1,500

companies

768

businesses in Africa

601

businesses in South Asia

In 2022, we made

£1.27bn

of new commitments

Africa

£692.2m

Asia

£512.4m

Other*

£68.4m

* This includes investments that span both Africa and Asia, as well as investments in other countries such as in the Caribbean region.

2022 investment in climate finance

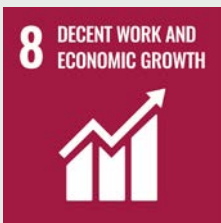
£591m

which represents

46%

of annual commitments

The commitments are much broader than just renewable energy



£888.5m



£678.6m



£381.3m



£308.0m

Why join us?

Build more than a career

Do meaningful work

The scope and impact of BII gives you the opportunity to do vital and hugely rewarding work.



Take on real challenges

We do the hardest work in the most complex markets, so this is an opportunity to challenge yourself, be creative and make a difference.

Be part of something special

We have a collaborative and curious culture that promotes development, balance and wellbeing. You'll be part of a diverse team of smart, passionate people who respect your opinion and value your contribution.



Why join us? continued

Pride and purpose

There are lots of excellent reasons to join BII. Our people are drawn by our shared sense of purpose. This is a chance to do something meaningful and use your skills to create real, long-term positive impact for the people of emerging economies in Africa, Asia and the Caribbean.

Scope and access

You'll be working at the forefront of the impact investment sector at the centre of the UK Government's international financing offer. Our scope, heritage, and reputation mean that you'll enjoy exposure to a wide range of regions and industries.

Professional growth

The projects you work on, the networks you build, the experts you work with, and the experience you gain at BII will give you the opportunity to become one of the leading professionals in the impact finance sector.

International scope

We are headquartered in London and also have a presence in the markets where we invest. For some, our geographic scope means the opportunity to travel to, and/or work in market. It means feeling deeply connected to the projects and countries we work with.

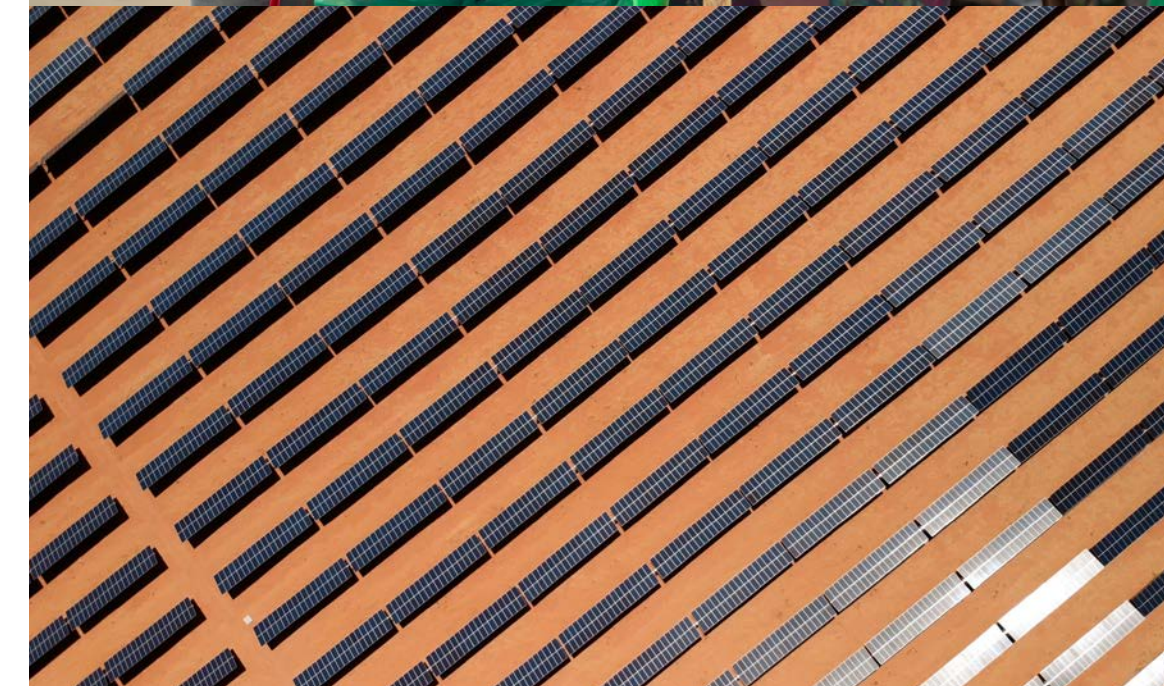
Complex challenges

We make a positive impact by focusing our energy where it matters most. So this is a place for people who love using their creativity and mental agility to find innovative, long-term solutions to the most challenging problems.

Remarkable people

Being part of the BII team means working with some of the smartest, most passionate people around. Our people are experts with remarkable track records, but they are also approachable, humble and full of curiosity. So this is a great place to learn and grow.

"Creativity is central to everything we do, finding solutions to really hard problems."



What we do

Impact investment

As a development finance institution and impact investor, we measure success in two ways. First, we look at whether the businesses in which we invest can make a positive economic, environmental or social impact. Second, we look at how commercially sustainable and successful a business can be.

We invest in complex markets, and are looking to find innovative, long-term solutions to the most challenging problems. Nothing we do is easy because, if it was, we wouldn't be needed to make it happen. That makes our work rewarding and endlessly fascinating. Every day, every investment, every country is different.

"The *impact* we make through our investments makes me extremely proud to work with a company like BII."

Anish Thakore,
Investment Associate,
Infrastructure Equity South Asia

Driving positive change

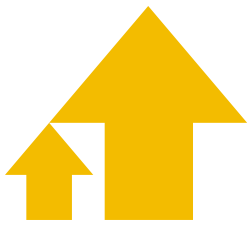
We think innovatively about ways to deploy our capital, attract and mobilise other investors, and drive transformational impact. We have three strategic impact objectives – to invest in productive, sustainable and inclusive development.

We’ve developed a world-class framework for impact management, which is based on international standards.

To complement this, we’ve also developed an ‘Impact Score’ as a tool to manage strategic impact on a portfolio basis.

We are a key partner to the emerging economies that are most vulnerable to the climate emergency. Over the next five years, at least 30 per cent of our total new commitments will be in climate finance, making us one of the world’s largest such investors in Africa.

Our strategic impact objectives



Productive

What we are trying to achieve

Raising the productivity of an economy so that it can support a decent standard of living for all.

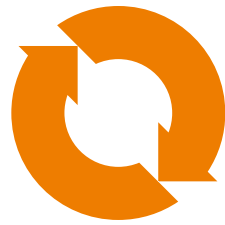
How we do this

- Investing for economic growth and development today
- Catalysing markets for future economic growth



Moniepoint, Nigeria

PLAY VIDEO



Sustainable

What we are trying to achieve

Helping transform the economy to reduce emissions, protect the environment and adapt to climate change.

How we do this

- Reducing emissions, contributing towards net zero transition, resilient businesses and people



Zephyr Power, Pakistan

PLAY VIDEO



Inclusive

What we are trying to achieve

Sharing the benefits of higher productivity and greater sustainability with poor and marginalised sections of society.

How we do this

- Prioritising low-income and fragile countries
- Reaching low-income people
- Investing in diverse businesses



Kashf Foundation, Pakistan

PLAY VIDEO

Meet our people

Meet Ella



Investment teams

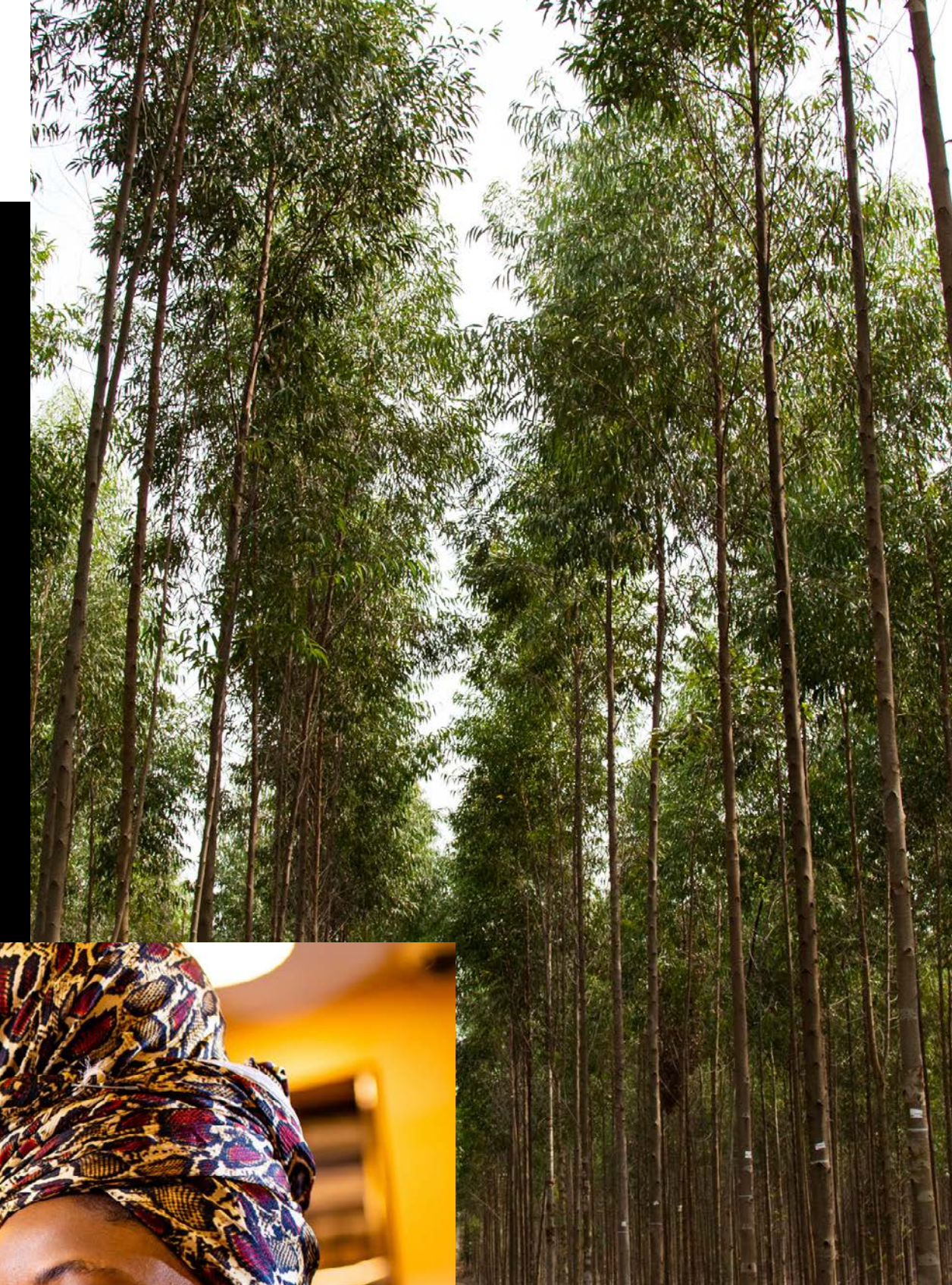
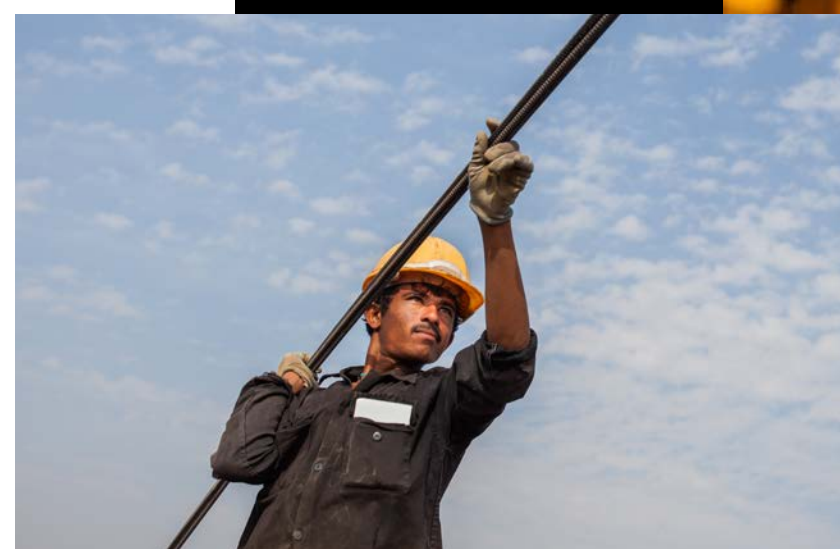
Entrepreneurial investment

Our Investment teams support businesses to grow, so they can have a positive impact on people and planet, as well as be commercially successful. They work closely with Impact teams to ensure that we maximise value in our investments.

We invest across a broad range of capital products, using multiple channels. That includes investing directly into companies, banks and projects, as well as investing through intermediaries.

Our Investment teams focus on investing in priority sectors, and these sector teams are divided into product-focused sub-teams for equity, debt and funds. Our investments range in size, from smaller venture capital investments in early-stage companies, to large investments in infrastructure projects. We are a patient investor, with long-term investment horizons.

"The investments we make change people's lives and have a *positive impact* on the planet."



Our sectors

We prioritise investing in those sectors that facilitate development and need our capital the most. Our sector and local teams have a deep understanding of these sectors and the opportunities and challenges they present.



Agribusiness and forestry

PLAY VIDEO



Technology and telecoms

PLAY VIDEO



Financial services

PLAY VIDEO



Education



Health

PLAY VIDEO



Infrastructure and climate

PLAY VIDEO



Manufacturing



Construction and real estate

Impact teams

Impact led

Our Impact teams work alongside our Investment teams to assess, manage and evaluate the impact of our investments. This approach means we have the capability and expertise to deliver our development impact objectives whilst making a financial return.

Our Impact teams work across a number of key areas, including gender; climate change; environmental, social and governance (ESG); and business integrity.

Research and policy	Development impact – evaluations	Development impact – investment	Environmental and social
Brings evidence from the wider world of development economics to share with BII; and brings evidence and insights from BII to the attention of the wider world.	Assesses BII’s impact, which in turn informs strategic decisions, facilitates learning and helps us demonstrate our impact to key external stakeholders.	Works with our investment teams to ensure development impact is a key part of our strategy, investment decisions, and portfolio management.	Works with our investees to help them achieve good environmental, social, governance (ESG) standards, and to ensure they comply with our Policy on Responsible Investing.
Business integrity and corporate governance	Gender and diversity finance	Climate change	BII Plus
Manages BII’s business integrity and reputational risk, and supports our investees to implement business integrity management systems.	Specialists on gender and diversity finance, focused on gender lens investing and promoting local, black representation in our Africa portfolio.	Specialists on climate finance who advise investment teams, and BII more broadly, on how to implement BII’s climate strategy.	Provides advice and funding for technical assistance to our pipeline and portfolio companies, and the wider market.

Our culture

Be part of something special

We have a high-accountability, high-performance culture. Our work is not straightforward. No-one has all the answers. So we thrive on a mix of shared purpose, collaboration and open, healthy debate. We're never complacent. We are always exploring, learning and evolving. You'll be encouraged to voice your opinion, and you'll have the space to take ownership, test new ideas and help shape the markets we work in.



Diverse perspectives

We are incredibly passionate about diversity within our business. There's no one type of person that does well at BII because we embrace different perspectives, opinions and approaches. Unlike most DFIs, we are a truly international institution with a diverse group of people from a range of national and cultural backgrounds.

Collaborative culture

This is a positive environment with a flat hierarchy that empowers people to step up and join in. You'll be working with thoughtful, respectful people in a friendly, supportive and caring culture. Our people are ambitious to make an impact, not to compete with one another, so we help each other to succeed.

Balance and wellbeing

We believe in giving people the flexibility and freedom to work in the way that works best for them. So we offer a generous set of benefits and HR policies designed to promote your wellbeing and work-life balance.



Us at our best

Impact-led, commercially rigorous

When we are at our best we are passionate about improving people’s lives.

We seek to unlock potential in our people and in the markets where we work. As skilled investors, we are ambitious, honest and thoughtful about how and where we invest.

We strive to be:

- United in a common purpose
- Rigorous, disciplined and professional in our work
- Judicious in how we invest and spend taxpayers’ money
- Able to bring out the best in our people and partners

Tenacious in the face of challenges

When we’re at our best we are determined to make a difference.

We believe we can change lives. Our work can unblock, open new opportunities and contribute to well-functioning markets. We take calculated risks and are energised by pursuing ideas and treading untrodden paths even when we encounter uncertainty or complexity.

We strive to be:

- Patient, biding our time to make things happen
- Balanced and informed in our view of risk-taking
- Creative, adaptable and nimble in how we operate
- Committed to learning every day and in every way
- Open to possibilities and opportunities

Collaborative and caring

When we’re at our best we help each other succeed.

We believe in the power of community. Our diversity helps us take a wider view, generate deeper insights and better ideas. We build enduring relationships based on generosity and openness.

We strive to be:

- Empathetic and good listeners
- Open to ideas and inspiration
- Supportive of each other’s efforts and successes
- Straightforward yet respectful when we challenge each other in debate and decision-making
- A place where long-term partnerships thrive

Meet our people

Meet Prince



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Join the team

Are you motivated to make an impact?

The BII Graduate Programme

As our business continues to expand, we are looking for ambitious graduates who are motivated by our mission to invest for the future and deliver impact. Our two-year rotational graduate programme includes an opportunity to travel to some of the markets we invest in..

By joining the programme, you'll play an important role in helping us address some of the biggest challenges facing developing and emerging economies. And take a big step forward in your career.

Who we look for

- Passion for impact investing, emerging markets, and development finance.
- Aptitude for analytical thinking and problem solving.
- Exceptional interpersonal and communication skills.
- Intellectual curiosity and interest in the future of development finance.
- Awareness and appreciation for our objectives, strategy and impact investing.
- A minimum 2:1 undergraduate degree in any subject area from a UK university.
- Excellent Excel and PowerPoint skills.
- The permanent right to work in the UK.



Meet our people

Meet Anish



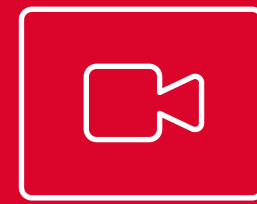
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An insight into our application process



Application form

The form includes basic questions, i.e., personal details, education history, etc. Submit your application to ensure that you don't miss out on being considered for the programme.



Online assessment and video interview

The assessment will follow a situational judgement format and assess financial literacy. The video interview will assess your motivations for applying to BII and our graduate programme.



In-person Assessment Centre

Assessment centres are held at our offices in Victoria, London. The day will include three exercises: a group exercise, a case study and an interview (not necessarily in this order). The day is designed to assess both your technical skills/knowledge, as well as your motivations for applying to BII.



Offer

If you are successful in securing a position on the graduate programme, you will be notified by our team.

A red modern chair with a chrome base is positioned in the center of a studio. The background is a large blue screen with a white dot pattern, displaying a sky with clouds. Two studio lights on stands are visible on either side of the screen.

What *matters* most to you?

bii.co.uk/careers