



Portfolio Monitoring Manager

Location: Abuja, Nigeria | **Type:** Full-time | **Reports to:** Managing Partner

About Sabou Capital

Sabou Capital is an Africa-focused private capital fund manager investing in small and growing businesses across Nigeria, Côte d'Ivoire, and Senegal. We deploy debt and revenue-based financing to fill the SME funding gap in West Africa, with a gender-lens and impact-first approach. Sabou Capital Fund I is currently in its fundraising phase with commitments from leading development finance institutions and impact investors.

We are a young, ambitious, multi-country team with leadership based in Abuja, Abidjan, and Dakar. As we scale toward our first close, we are building out our Abuja investment platform and looking for senior professionals who want to help shape a pan-African fund from the ground up.

About the role

The Portfolio Monitoring Manager will own the performance and health of Sabou's debt and revenue-based financing (RBF) book. You will design and run the monitoring framework that tracks every portfolio company from disbursement through repayment, flagging risks early and driving value-add interventions. This is a foundational hire — you will build the monitoring infrastructure that supports the fund's growth.

Key responsibilities

- Build and maintain Sabou's portfolio monitoring framework, covering financial, operational, ESG, and impact KPIs for every investee company.
- Track covenant compliance, repayment schedules, arrears, and restructurings across the debt and RBF book; produce monthly portfolio dashboards for the Investment Committee.
- Lead quarterly portfolio company reviews, including site visits, management meetings, and covenant testing.
- Develop early-warning indicators for credit deterioration and coordinate workout or recovery strategies with the Risk Manager and external counsel where needed.
- Prepare LP reporting packs, capital account statements, and impact performance reports in line with IRIS+ and DGGF requirements.
- Work with portfolio companies to strengthen their financial reporting, governance, and management information systems.
- Partner with the Technical Assistance team to design and deliver post-investment support programmes.

What we're looking for

- 5–8 years of experience in portfolio monitoring, credit administration, loan servicing, or post-investment management — ideally within a bank, DFI, private credit fund, or impact lender.
- Direct experience monitoring debt and/or revenue-based financing transactions is essential.
- Strong financial analysis skills — you can read a set of accounts, spot covenant breaches, and build a cash-flow waterfall.
- Experience producing investor/LP reports and working with impact measurement frameworks (IRIS+, 2X, IMP) is a plus.
- Bachelor's degree in Finance, Accounting, Economics, or related field; professional qualifications (ACCA, ACA, CFA, CIPM) highly regarded.
- Excellent written English; working French is an advantage given our Francophone portfolio.
- Self-starter comfortable building processes from scratch in a fast-growing fund environment.

What we offer

- Competitive salary benchmarked against Nigerian banking and fund-management market, plus performance bonus.
- HMO, pension, and statutory benefits.
- Direct exposure to the full fund lifecycle and senior leadership from day one.
- Career pathway into senior investment and risk leadership as the fund scales.
- Travel across Sabou's West African markets.

How to apply

Complete our short application form: <https://saboucapital.com/join-sabou-capital-application-form/>

The form takes under 10 minutes. Applications reviewed on a rolling basis; shortlisted candidates will be contacted within two weeks of submission.

Sabou Capital is an equal opportunity employer. We particularly encourage applications from women and candidates from underrepresented backgrounds.

