

Scope of Work
HR Search Services for Oryx Impact SL

15th December 2025

Background:

Oryx Impact SL, a Spanish limited liability company, is raising a US\$250 million fund of funds (the “Oryx Impact Fund” or the “Fund”) for African impact funds investing along the impact themes of i) job creation and economic development, ii) climate change adaptation and resilience, and iii) gender equality. The objective of the Fund is to break down the barriers for investment in Africa by: de-risking through diversification, giving access to and providing knowledge about funds and allowing for scale and ecosystem building. The Oryx Impact Fund will be domiciled in Luxembourg as RAIF.

Oryx Impact has a team of three partners occupying the roles of CEO, CIO and COO respectively, an Impact and ESG Manager, an investment associate and an impact analyst. Being a relatively small company, the structure is very flat and all team members contribute to most tasks.

Oryx Impact is looking to strengthen its team with an additional Investment Manager with the potential to become Partner in the relatively short term. The candidate should be from the African Continent and have considerable experience and track record in investing in funds and in direct investment in Africa.

Objective:

The objective of this Request for Proposal (RFP) is to engage an experienced human resource search firm to find a suitable candidate as Investment manager for Oryx Impact who can join the team before or upon first close, which should be happening in the next 3-6 months.

Scope of Work

The detailed scope of work and the different intermediate deliverables should be defined by the participating HR Search Firms, but should include among others:

- A long list of candidates
- A filtered short list after internal discussions and conversations with the candidates
- A number of candidates for interview
- References
- Final selection and contract

NB: Oryx Impact contributes significantly to the ecosystem of local African private market fund managers and is therefore keen to avoid disruption to any of these fund managers through the “hiring-away” of any of their key people.

Deliverable:

A suitable Investment Manager.

Timeline

Execution of the search process should be completed by 28th of February 2026.

Detailed workflow and sequencing to be discussed with awardee.

Submission of Proposal and Queries

Please submit your queries and final proposal by email in PDF format by **Friday 16 January 2026** to: sebastian@oryximpact.com, teresa@oryximpact.com and eva@oryximpact.com and CC programme@isfa.lu