LUSAT Investments Limited

Business Development and Investment – Recruitment Details

DEPARTMENT: BUSINESS DEVELOPMENT & INVESTMENT

1. Department Overview

The Business Development and Investment Department will be responsible for identifying, developing, negotiating, and securing strategic investment opportunities for LUSAT Investments Limited.

The department will focus on building partnerships, attracting investors, developing commercially viable projects, and expanding LUSAT's presence in Zambia and international markets.

Its primary objective is to transform LUSAT's business concepts, technologies, and investment opportunities into financially sustainable projects.

2. Recommended Positions

A. Business Development Manager

Key responsibilities:

- Identify new business opportunities and potential markets.
- Develop strategic business plans and expansion strategies.
- Establish relationships with government institutions, private companies, and international partners.
- Identify potential joint venture partners.
- Negotiate commercial agreements and strategic partnerships.
- Coordinate preparation of business proposals and presentations.
- Develop and manage a business development pipeline.

Qualifications:

- Degree in Business Administration, Economics, Marketing or a related field.
- 5–8 years of relevant experience.
- Strong negotiation, communication, and leadership skills.
- Experience in project development and strategic partnerships.

B. Investment and Financial Analyst

Key responsibilities:

- Evaluate potential investment opportunities.
- Prepare financial models, forecasts, and cash-flow projections.
- Conduct investment feasibility studies.
- Assess project risks and expected returns.
- Prepare investment memorandums and funding proposals.
- Identify financing opportunities and potential investors.
- Monitor investment performance.

Qualifications:

- Degree in Finance, Economics, Accounting or Investment Management.
- Financial modelling and analytical skills.
- Knowledge of project finance and investment appraisal.
- Experience preparing feasibility studies is desirable.

C. Investment and Partnerships Officer

Key responsibilities:

- Identify local and international investors.
- Develop relationships with financial institutions and development finance institutions.
- Coordinate joint venture discussions.
- Maintain investor databases and communication.
- Assist with investment presentations and negotiations.
- Follow up on funding opportunities.

Qualifications:

- Degree in Business, Finance, Economics or International Relations.
- Excellent networking and relationship-management skills.
- Experience in corporate partnerships or investment promotion.

D. Project Development and Investment Officer

Key responsibilities:

- Identify projects with commercial and investment potential.
- Coordinate project feasibility studies and technical assessments.
- Develop bankable project proposals.

- Coordinate with engineering, renewable energy, and technology departments.
- Identify government and private-sector project opportunities.
- Monitor projects from concept development through implementation.

Qualifications:

- Degree in Project Management, Business Development, Economics, or related discipline.
- Experience in infrastructure or investment project development.
- Knowledge of project financing and feasibility assessments.
- Strong report-writing and coordination skills.

E. Corporate Communications and Marketing Officer

Key responsibilities:

- Promote LUSAT's investment portfolio.
- Prepare corporate profiles, presentations, and investor information packages.
- Manage corporate branding and public relations.
- Develop marketing strategies for new projects.
- Coordinate investor meetings, conferences and business networking.
- Maintain professional communication with stakeholders.

Qualifications:

- Degree in Marketing, Communications, Public Relations or Business.
- Excellent writing and presentation skills.
- Digital marketing and corporate communications experience.

3. Priority Investment Areas

The department should concentrate on developing investment opportunities in the following sectors:



Renewable Energy

Hydrokinetic power generation, hydropower, solar energy, and integrated energy solutions.



Technology and AI: Artificial intelligence, IoT, smart energy management, and digital infrastructure.



Agriculture and Irrigation

Commercial agriculture, irrigation infrastructure, agricultural technology, and food processing.



Water and Infrastructure

Water transfer projects, water management, infrastructure development, and environmental services.

4. Key Institutional and Investment Relationships

The department should establish working relationships with:

- Zambia Development Agency (ZDA).
- Ministry of Finance and National Planning.
- Ministry of Energy.
- Ministry of Agriculture.
- Development finance institutions.
- Commercial banks and investment funds.
- International technology and infrastructure companies.
- Private equity investors and strategic joint venture partners.

The ZDA is particularly important because its mandate includes investment facilitation, investor support, joint ventures, strategic partnerships, and business development services.

ZDA+1

LUSAT should also use the Zambia Investment Deal Room to present credible projects to potential funders and strategic partners.

5. Recommended Staffing Structure

Position	Recommended number
Business Development Manager	1
Investment & Financial Analyst	1
Investment & Partnerships Officer	1
Project Development Officer	1
Corporate Communications & Marketing Officer	1
Total	**5**

6. Performance Targets

The department should be measured against practical commercial outcomes:

1. Develop a pipeline of viable investment projects.
2. Secure strategic partnerships and joint ventures.
3. Attract local and international investors.
4. Prepare bankable project proposals.
5. Secure project financing and investment commitments.
6. Expand LUSAT's commercial opportunities in Zambia and internationally.

7. My Recommendation

LUSAT should establish this department as a central investment-development unit rather than simply a sales and marketing department.

Its primary responsibility should be to take projects from initial concept through feasibility, investor engagement, financial structuring, partnership agreements, and ultimately implementation.

This will be particularly important for LUSAT's larger renewable energy, hydrokinetic power, water infrastructure, agricultural, and technology initiatives.

The most important initial recruitment would be a strong Business Development Manager supported by an Investment and Financial Analyst. These two positions would lay the foundation for attracting investment and developing bankable projects before the department expands.