



A CAREER AT GENESIS ANALYTICS

Who we are
What we do
Our offer to you

Genesis Analytics is a growing Global African firm that needs exceptional talent to fulfil its purpose.

We partner with clients across the public, private and donor sectors to work on real problems with the aim of making a positive difference in peoples' lives through finding solutions to today's many challenges.

We work collaboratively as a team and enjoy the fresh and dynamic perspectives offered by our young and growing professionals who have a passion for making a meaningful contribution to the development of Africa.



Our question to you is:

Are you interested in being part of our team?



For more information about our firm and our work

G:ENESIS
25 YEARS OF UNLOCKING VALUE

WHY GENESIS

More Info
on GENESIS 

Genesis is a fast growing, purpose-driven economics and development consultancy.

Although we have worked in 95 countries, our principal mission is to bring about large-scale change in Africa. Our work focuses on the continent's youth as agents of change, including how global technology and climate change are shaping their futures.

We look at the world - and the continent - by identifying large opportunities for change, both social and individual. Our purpose as a firm is to unlock that massive latent value through a multi-faceted approach that we describe below.

We have expertise in



behavioural sciences | competition economics & regulation
climate finance & economics | digital economy &
governance | economic impact assessment | financial
services strategy | human development | monitoring,
evaluation & learning | public health & financing | shared
value & impact | youth employment | girls & young women

Some of our best work has been through combining our complementary areas of expertise to find fresh solutions.



“ Our aim is to build a continuous cohort of exceptional young talent, people who are interested in joining us to solve critical challenges facing Africa. Through the use of this interactive brochure, we will introduce you to who we are, what we do, and our offer to you.

WHO WE ARE A GLOBAL AFRICAN FIRM

What does it mean to be a Global African firm?

We bring global learning to African challenges through direct access to global capabilities and experience. This is what we mean by “Global” in “Global African”.

The “African” part of “Global African” is equally vital. Our roots are in Africa. We have deep knowledge of the decision context in which interventions are made and understand the continent’s key markets. This is why we need teams that understand a range of African contexts deeply and sympathetically.

How you fit into our Global African positioning is through your contextual knowledge, world-class thinking and representation. At Genesis, you will get to apply what you have learned to real-life challenges and make meaningful contributions that impact communities at large.

Global African also underscores our philosophy of “joint solutions”, our term for the various collaborative approaches we use to solve complex situations.



OUR VALUES AND CULTURE

Genesis Analytics supports the values of human dignity, equality and freedom as detailed in our Values and Code of Ethics. There are three core values:

Siyakhana*



I am **OPEN** and
INCLUSIVE, and
show **COMPASSION**
and **RESPECT**.

.....
We BUILD
each other.

I love coming to work. The people I work with make work a pleasure

I treat, speak and think about the people around me with compassion and respect

*Siyakhana means “we build each other” in isiZulu

Glass Box



My **WORK**
and **DECISIONS**
can withstand
scrutiny.

.....
We ACT
with integrity.

Take ownership of your responsibilities

Being rigorous may take time but the rewards can be longer lasting

Scrutiny is a ‘harsh’ word, but it is meant to be. It sends a powerful message

Plus Ultra



RIGOUR,
IMAGINATION and
COURAGE – these
set my work apart.

.....
We PUSH frontiers
to unlock value.

Even Buzz Lightyear went to “infinity and beyond”

Faster and further to the next horizon

I spend time at the beginning of each project thinking: is there a new and better way of doing this?

This lays the foundation for a culture within the company where transformation is the responsibility of all Genesis staff and is entrenched in our management practices.

WHAT WE DO



Three forces of historic proportions are driving change in Africa: climate change, the global technology revolution and, above all, demographic change. As a result of the latter, Africa is now the main repository of the world's youth.



At Genesis we are dedicated to the future of Africa's 300 million young people: their economic prospects, and their health, education, psychological resilience and social cohesion. Their future requires building strong economies, markets that deliver value, and effective institutions underpinned by civic pride.

These forces create tremendous opportunities – for countries, communities and companies. Our increasingly global team is deployed to identify and realise these opportunities. We combine technical capability in pivotal disciplines and robust problem-solving with a deep understanding of context.

Our style of working is distinctive. We work collaboratively and with rigour. We like our solutions to have a creative, practical bent. We nurture in our staff the courage to speak truth to power. We aim to leave the individuals and institutions with whom we work stronger and more confident than they were before meeting us.

We don't pretend to have a lock on wisdom,
but there is strength in our humility. We stay the course. ”



YOUNG PROFESSIONAL PATHWAY AT GENESIS

Our goal is to build and develop an exceptional cadre of young professionals.

They are exceptional in terms of not only intellect but also commitment and drive, character and ethics, and imagination and problem-solving: in short, a *Plus Ultra cadre of young talent*.

The implementation of this goal is two-fold: We want Genesis to be a foundation for a generation of exceptional young African talent in our fields. But we also believe in a diversity of global talent, so our firm is also open to non-African candidates.

Our roots as a firm were in Economics, but over the decades we have grown through recruiting broader interdisciplinary skills.

Today we have extended our welcome of subject-matter expertise in the following areas of focus:

Economics & related disciplines (PPE, Development Economics, Behavioural Economics) | Evidence-Based Social Intervention & Policy Evaluation | Health Economics or Epidemiology | International Development | Data Science | Development Studies | Public & Social Policy | Climate Finance/Economics | African Studies



OUR OFFER

Genesis is divided into practice areas, each with its own specialisations and expertise.

This allows you to work in your broad area of interest and provide an **opportunity to specialise and further develop your career**. Genesis practices also work together, and cross-practice work can expose you to every corner of the firm that you would wish to explore.

What our work offers:

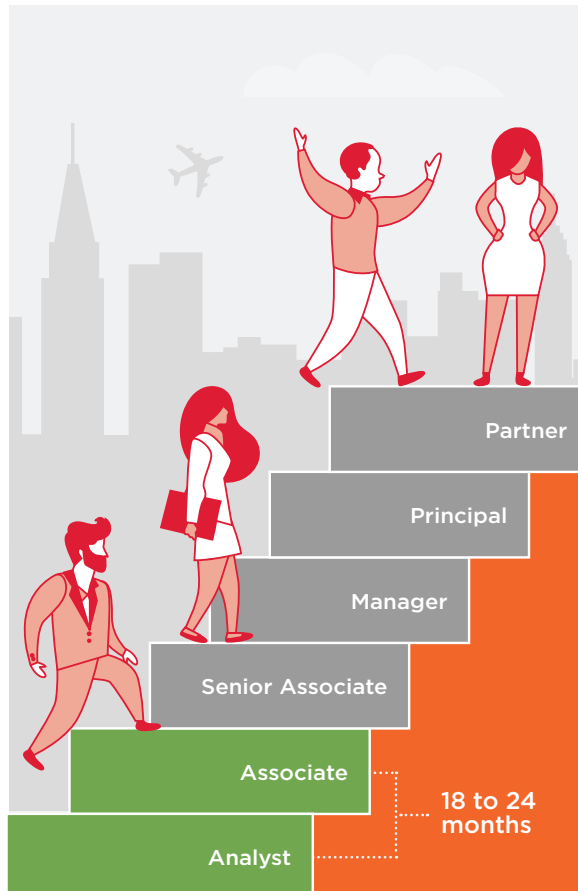
- A fertile ground for learning with our flat structure providing an opportunity for exponential growth and encouragement for you to **develop as an expert in your field**.
- Exposure to projects “**where the action is**”, solving real and high-impact problems alongside **international donor organisations and foundations, private companies and government departments**.
- Genesis is oriented towards solutions and the application of problem solving in the real world. If you see potential where others see problems, you are likely to thrive in a career at Genesis.
- We are also **technically astute**. The work you will do is intellectually stimulating and through it you will build skills such as **empirics, logic and creativity in problem solving**.

At the same time you will contribute to projects that address global challenges such as poverty and inequality, job creation, youth economic opportunity, and environmental sustainability.



OUR OFFER *(Continued)*

While we work in a flat structure on projects, we follow a structured career path in support of your growth and development:



Alongside graduates, we also offer **young professionals** an opportunity to take their careers in another direction. Depending on your level of experience, you could join Genesis at Analyst, Associate or even Senior Associate level.

If you are looking to make a change, you should consider joining Genesis if:

- You are looking for more meaning in your work and the opportunity to work on global (and African) challenges;
- You are excited by the prospect of being part of an African and global cohort of talent to address these challenges;
- You relish the opportunity to work alongside high-level stakeholders and change-makers in different countries;
- You enjoy doing analytical work, but you would also like to be exposed to its real-world application;
- You want the opportunity to move “to the next level” and become an expert in your field.



We hire graduates in the belief that each new recruit has the innate potential to be a Genesis partner one day. Each step of your career journey depends on your performance.

OUR DEAL WITH YOU

We offer you a steep learning curve while providing you with the opportunity to make a difference.

You will be tasked to have your hand in unlocking value for our clients on projects that have both an economic and social relevance, not only in South Africa but Africa as a whole!

Through the use of both qualitative and quantitative skills, you will have the opportunity to directly apply your studies into a firm suited and relevant to your qualifications.

You will be known and heard by all levels in the firm – including our founding chair!

Your work and opinion matters – both in the firm and to our clients.

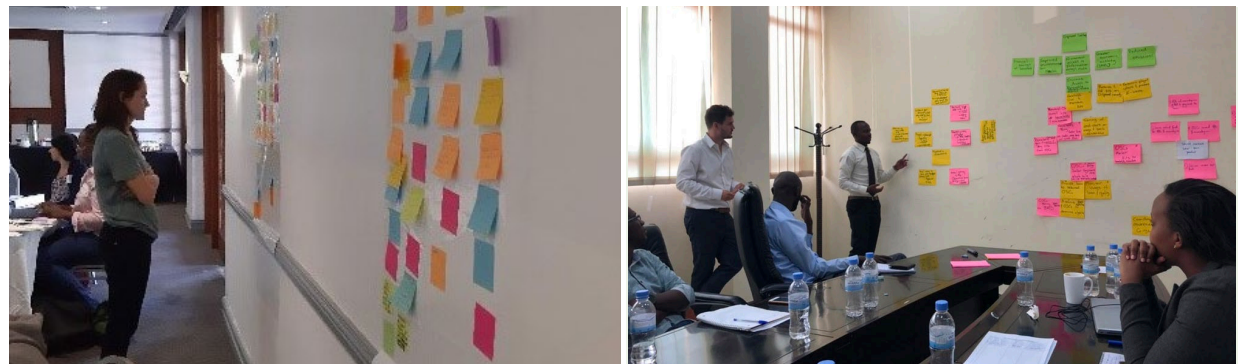
You will be challenged and developed into a specialist expert within your field.

You'll have fun
while you're at it!



When you join Genesis, this is what you can expect to experience:

Meaningful work	Passionate, talented teams	Professional, challenging and supportive environment	Building skills	Career ladder



VIRTUALITY AT GENESIS

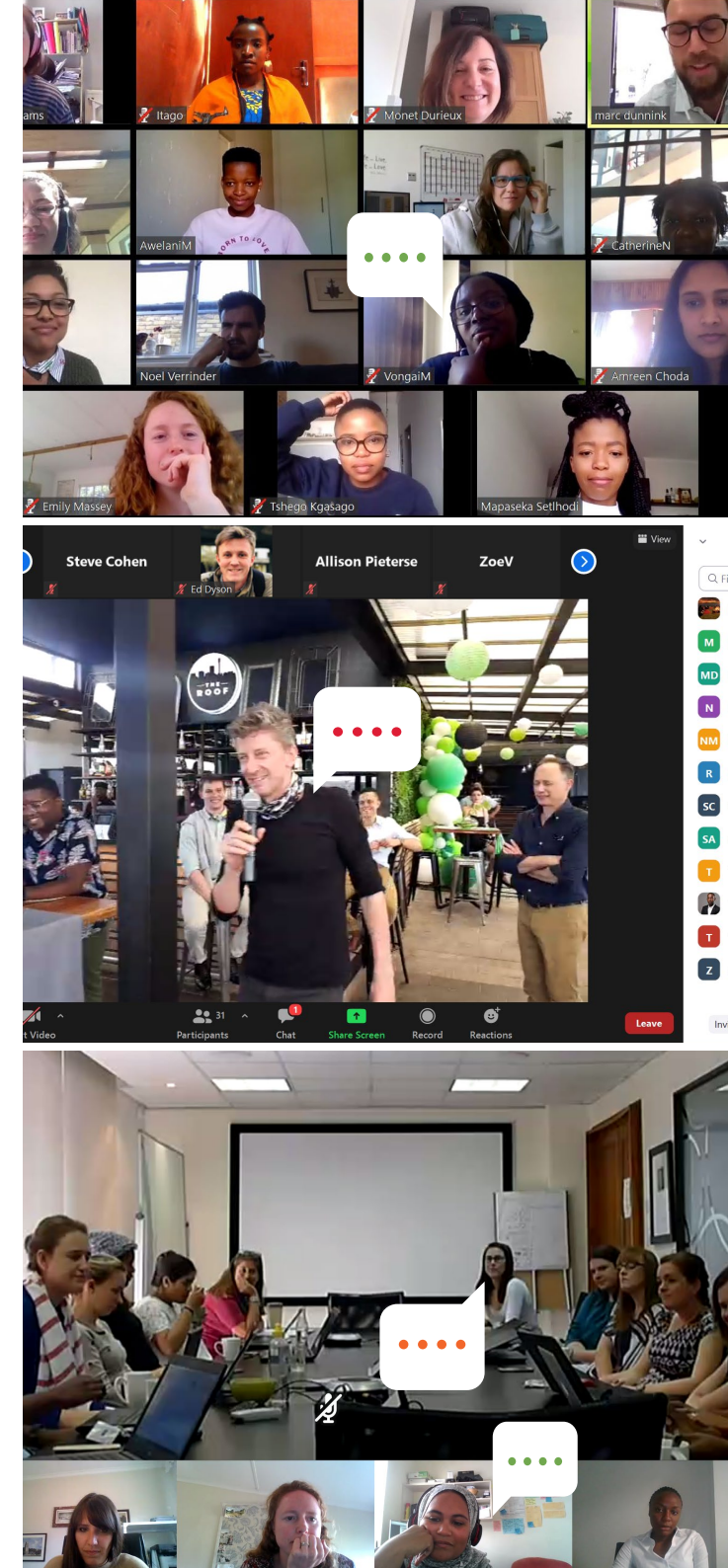
The COVID-19 global pandemic reinforced a way of working that Genesis had already embarked on.

Before 2020 we had integrated teams in different countries working remotely, so the arrival of work from home and the virtual world of work allowed us to swiftly carry on working where there is no periphery, just fully integrated teams.

Going forward we have adopted a hybrid approach to combine the flexibility and convenience of remote working with the benefits of co-location. The real purpose of virtual work is not to allow distance but to create synergy without limitations of time or space.

Our collective learnings of working from home during the pandemic gave us the opportunity to fully embrace a new operating model that enhanced our reach, our efficiency, our effectiveness, and our impact.

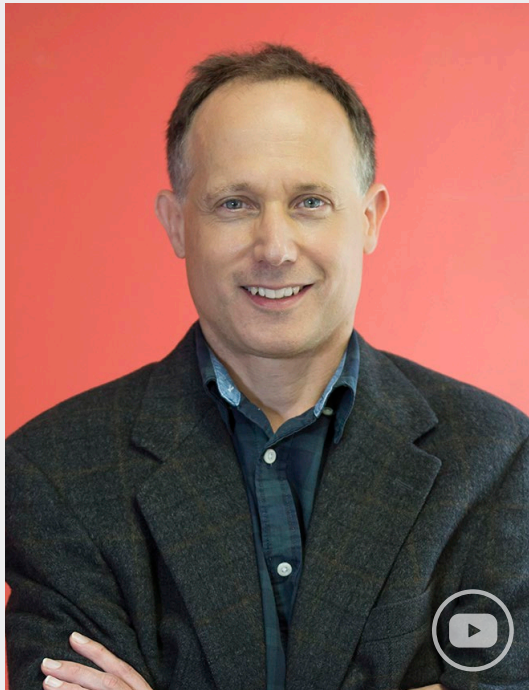
Genesis provides the best possible environment and guidance to enable these benefits to work for the firm and for you.



WHY I CHOSE TO WORK FOR GENESIS

No two days are the same
at Genesis Analytics.

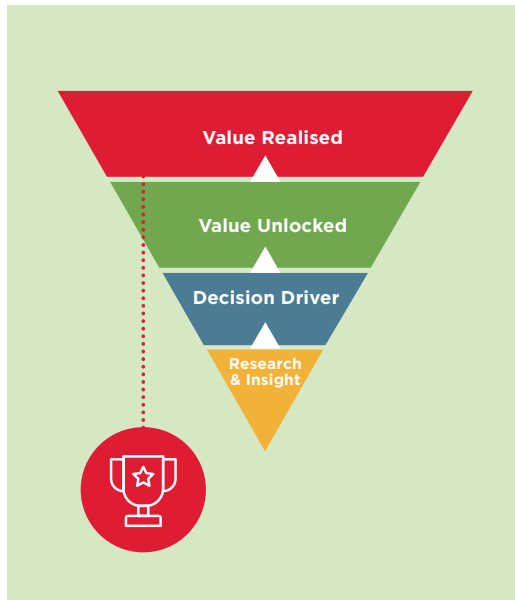
Listen first to founder and chair,
Stephan Malherbe, explain what
makes Genesis Analytics different.



Then our staff across the practices tell you what they like about working with us.



G: LIFE THE FIRM



An annual highlight is the Value Unlocked competition where we showcase the best work done by the firm – the work that has unlocked the most value for our clients.

In the spirit of healthy competition, we compete across seven categories and the staff get to vote who the winners are.

In 2023 we will gather in Johannesburg to celebrate the 25th anniversary of the firm.

From a niche largely South-African based firm we have become truly globally African. We have colleagues in Southern, East and West Africa as well as Canada, India, Lebanon, UAE and the UK.

As a firm which is both global and African, we provide unparalleled opportunities for African candidates to get global exposure, and for global candidates to get African and developing world exposure. You will be working on some of the most important challenges in the world, from Day 1.

Genesis is a fast growing, purpose-driven economics and development consultancy. We are a nimble, highly professional environment with flexibility, support, and an innovation oriented culture. You will be taught advanced problem-solving and consulting skills, and use them from the start.



ARE YOU INTERESTED IN JOINING OUR TEAM?

Please visit the [Young Professional](#) page of our website to learn about current opportunities and to apply online.

Please familiarise yourself with our areas of work and document the three areas that appeal to you most in your motivational letter. This helps us to get a better sense of your interests and get the best representatives to consider your profile.

Click on the links below to learn more about our different areas of expertise:



Centre of Digital Excellence



Financial Services Strategy



Climate Finance
& Economics



Health



Competition &
Regulatory Economics



Human Development



Evaluation for Development



Shared Value &
Corporate Impact

Website [Join our Team](#)

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For more information
about our firm and our work



G:ENESIS
25 YEARS OF UNLOCKING VALUE