

Position: Junior Legal Counsel

Location: Remote

Commitment: Fixed Term: 1 year (Full time)

Reports to: Legal Lead

Who We Are

Nithio is an AI-driven platform advancing climate finance across Africa, transforming how credit risk is assessed and capital is deployed to scale clean energy solutions. Through our investment vehicles, we provide capital to the decentralized renewable energy sector, empowering companies to deliver reliable, affordable clean energy to last-mile households and businesses.

We are seeking passionate, talented team members to help reshape the future. Join us in building a world where sustainable energy is accessible to all and the planet thrives for generations to come.

Role Summary

This role offers the unique opportunity to contribute meaningfully to the company's mission and gain hands-on experience in climate finance/data. As a lean, entrepreneurial company, the Junior Legal Counsel will be expected to demonstrate flexibility and a willingness to contribute across a range of tasks, while working alongside a talented team of finance and data professionals to support the provision of practical and commercial legal input to facilitate Nithio's growth strategy.

Duties and Responsibilities

- Assisting in the drafting, reviewing, and negotiating of a range of commercial contracts including non-disclosure agreements, loan agreements, security documents, service level agreements and corporate documentation;
- Working with colleagues across functional teams in finance, operations, and data to evaluate and carry out due diligence on potential borrowers by presenting legal and regulatory analysis and reviewing external advisor reports;

- Collaborating with external advisors and colleagues across functional teams to identify and resolve tax, regulatory, compliance, ESG, contractual, risk, and operational issues;
- Managing multiple projects, transactions and deadlines simultaneously with careful legal analysis and attention to detail;
- Exercising sound legal and business judgment in dealing with colleagues, investors, borrowers and all stakeholders;
- Liaising with external counsel, regulatory and tax advisors on ongoing matters and transactions; and
- Assisting with the preparation, maintenance, and updating of precedent documentation, including loan documentation, terms of service, policies and procedures, and other governance documents

Who You Are

You are a self-starter passionate about using your legal expertise to drive meaningful change in developing markets. You bring focus, energy, and a proven ability to produce high-quality legal work with the attention to detail that complex transactions demand.

Highly entrepreneurial and self-motivated, you excel at managing your own time, exercising sound legal judgment, and translating complex regulatory and contractual analysis into clear, practical guidance for a commercially focused team.

With strong interpersonal skills, you thrive in both independent and team settings, comfortable working across legal, finance, operations, and data functions, and skilled at managing multiple transactions and deadlines simultaneously.

You align with Nithio's values: Collaboration, Commitment, Growth, Making a Difference and Adaptability.

Experience in Africa or emerging markets is a plus.

Qualifications

- LLB, J.D. or equivalent with excellent academic credentials.
- 1-2 years of relevant experience gained in a large law firm and/or in-house with a major firm in the financial sector.

- Admitted to a recognized bar and holding a current practicing certificate in a relevant jurisdiction.
- Working knowledge of financial services law and banking regulation, with an understanding of financial products, associated documentation, and compliance considerations

Please note that Nithio cannot sponsor employment visas. All applicants must have permanent work authorization.

Company Details

Founded in 2018, Nithio is a remote-first, global company with teams in Nairobi, Lagos, and Washington, D.C.

Why Join Nithio?

- Gain experience at the intersection of climate finance and technology.
- Collaborate with a diverse, purpose-driven, global team.
- Contribute to projects with measurable social and environmental impact.

Some of our benefits and perks include:

- Competitive benefits, including medical, dental, vision, life, disability
- Flexible work environment and generous leave policies, including global holidays
- Remote workforce
- Monthly stipend for meals & phone
- An annual, in-person retreat

Our Commitment to Diversity and Inclusion

At Nithio, we value the diversity of perspectives and backgrounds that our team brings, recognizing it as essential to achieving our mission of expanding energy and financial access. We strongly encourage applications from people of color, individuals with disabilities, women, LGBTQ+ individuals, and those with intersectional identities.



We are an equal opportunity employer, dedicated to fair recruitment, training, compensation, and promotion practices, regardless of race, color, religion, gender identity, sexual orientation, national origin, disability, age, family status, veteran status, or any other protected characteristic.

How to apply

Interested candidates are invited to submit their CV and a cover letter to hr@nithio.com.

Please use the job title as the subject line of your email to help us process your application efficiently.