GELEPHU INVESTMENT AND DEVELOPMENT CORPORATION

Recruitment Announcement for International Hiring

Position: Chief Investment Officer (CIO)

About the Corporation

We are the Gelephu Investment and Development Corporation, established by Royal Charter in February 2024 as the commercial investment and development arm of the Gelephu Mindfulness City undertaking, wholly owned by the Gelephu Mindfulness City Authority, our sole shareholder. Our Charter mandates commercial and investment activities within and outside Bhutan and development projects within Bhutan, with full powers of fund-raising, portfolio management, and joint-venture formation. We invest across the city's eight economic clusters, being Green Energy and Technology, Finance and Digital Assets, Agri-Tech and Forestry, Advanced Manufacturing, Wellness and Healthcare, Education and Research, Tourism and Hospitality, and Infrastructure Development. Our near-term agenda is anchored by the Sankosh hydropower opportunity, a twelve-project run-of-river pipeline of roughly 1.7 gigawatts, and the GIDC Energy and Infrastructure Fund, a planned closed-end vehicle regulated by the Gelephu Financial Services Office. We are intentionally designed as a lean, AI-native organisation that pairs human judgement with technology-driven workflows to achieve capabilities that would ordinarily require far larger teams, positioning ourselves as a prototype for next-generation investment institutions.

The Position

The Chief Investment Officer establishes and leads our investment function during its foundational phase and builds the institutional capabilities, governance, and investment platform required for scaled operations thereafter. The role reports to the Chief Executive Officer, with direct presentation to the Board and its Investment Committee, and works in peer partnership with the Chief Business Development Officer and the Chief Operating Officer, coordinating with all functions of the Corporation and with the Gelephu Mindfulness City Authority. The early priorities are to establish our investment strategy and framework, build a credible investment track record, and execute the first generation of strategic investments. Alongside the development of the portfolio, the role leads the structuring and capital raising of the GIDC Energy and Infrastructure Fund and establishes the investment processes, risk framework, team, and governance required for the Corporation to operate as a credible, professionally governed investment institution. Sankosh is the flagship foundational transaction, a hydropower investment structured to institutional standards that demonstrates our ability to originate, evaluate, structure, finance, and govern major investments.

Key Responsibilities

The role leads the development and implementation of a comprehensive Investment Policy Statement defining our investment mandate, including geographies, sectors, return objectives, risk appetite, concentration limits, and ESG and Gross National Happiness integration standards. It establishes robust investment screening, due diligence, and evaluation and approval frameworks aligned with international standards, including the IFC Performance Standards, the UN Principles for Responsible Investment, and the Santiago Principles. It leads our capital-raising strategy and execution across equity, debt, hybrid, and other instruments, and leads the structuring, licensing, and first close of the GIDC Energy and Infrastructure Fund, including selection of and negotiation with the international fund-manager joint-venture partner and the design of the Project Development Facility. It qualifies the opportunities originated by the Chief Business Development Officer against the Investment Policy Statement, oversees comprehensive due diligence, and leads the negotiation and structuring of investments, joint ventures, and co-investment platforms, using AI-augmented research capabilities. It leads the investment structuring, capital stack, financing strategy, and investor participation framework for Sankosh, and prepares rigorous investment papers for the Chief Executive Officer, the Board, and the Investment Committee. It establishes portfolio classification, monitoring, and governance, including shareholder agreements securing board seats, information rights, and impact covenants, and it sets the enterprise risk-management framework, the Risk Appetite Statement, and the controls for conflicts of interest, related-party transactions, and anti-corruption. It builds a lean investment team, designs hybrid human and AI investment workflows, and develops Bhutanese professionals through structured training and the fund-manager joint venture. It maintains a structured coordination cadence with the Gelephu Mindfulness City Authority and supports the Chief Executive Officer in reporting to the GMCA Board.

Candidate Profile

We are seeking a candidate with fifteen years or more in principal investing, infrastructure finance, or development finance, with senior roles at a sovereign wealth fund, development finance institution, infrastructure fund, or comparable institution. You will have demonstrated leadership of large transactions from origination to financial close, ideally including energy or infrastructure in emerging markets and fund formation or general-partner and limited-partner structures. You bring a track record of negotiating with development finance institutions, institutional investors, and international fund managers from the principal's side of the table. You have experience building teams, investment processes, and governance from an early institutional stage, and you are fluent with technology-augmented ways of working. You hold an advanced degree in finance, economics, engineering, or a related field, or equivalent professional standing, and a CFA or similar qualification is welcome. Bhutanese and international candidates are equally eligible.

Location

The location is flexible, with at least 50 per cent of time spent in Bhutan and at Gelephu Mindfulness City. The role involves international travel of 30 to 40 per cent for investor relations and partnerships.

Terms of Engagement

This is a full-time appointment on a three-year term, renewable based on performance review or as mutually agreed. Compensation is market-based, under the compensation framework adopted by the shareholder. The total package is to be negotiated and is subject to final Board approval.

How to Apply

To be considered for this appointment, please submit your latest curriculum vitae, together with the current and accurate details of your referees, by email to gidc@gidc.bt. The full Terms of Reference for the role are available at https://drive.google.com/file/d/1Ubl5-4M_lffOOlCTOUpJVmvrN30WGhOk/view?usp=sharing. For any enquiry before applying, you are welcome to write to us at kesangwangmo@gidc.bt or ugyenrigzin@gidc.bt.

Closing Date

Applications must reach us no later than 7 September 2026. We encourage early submission.

Only shortlisted candidates will be contacted, and all applications are treated in strict confidence. GIDC welcomes qualified international candidates only.