



Associate Director, Active Performance Management

Social Finance

Social Finance is a 501(c)(3) nonprofit organization dedicated to mobilizing capital to drive social progress. We believe that everyone deserves the opportunity to thrive, and that social impact financing can play a catalytic role in creating these opportunities. We design and manage public-private partnerships that tackle complex social challenges, such as achievement gaps, health disparities, and prisoner recidivism.

Core to our work is the development of Pay for Success financing, also referred to as Social Impact Bonds. An innovative funding model, Pay for Success helps to measurably improve the lives of people in need by driving government resources toward better, more effective programs. Our sister organization, Social Finance UK, was founded in 2007 and launched the world's first Social Impact Bond in 2010.

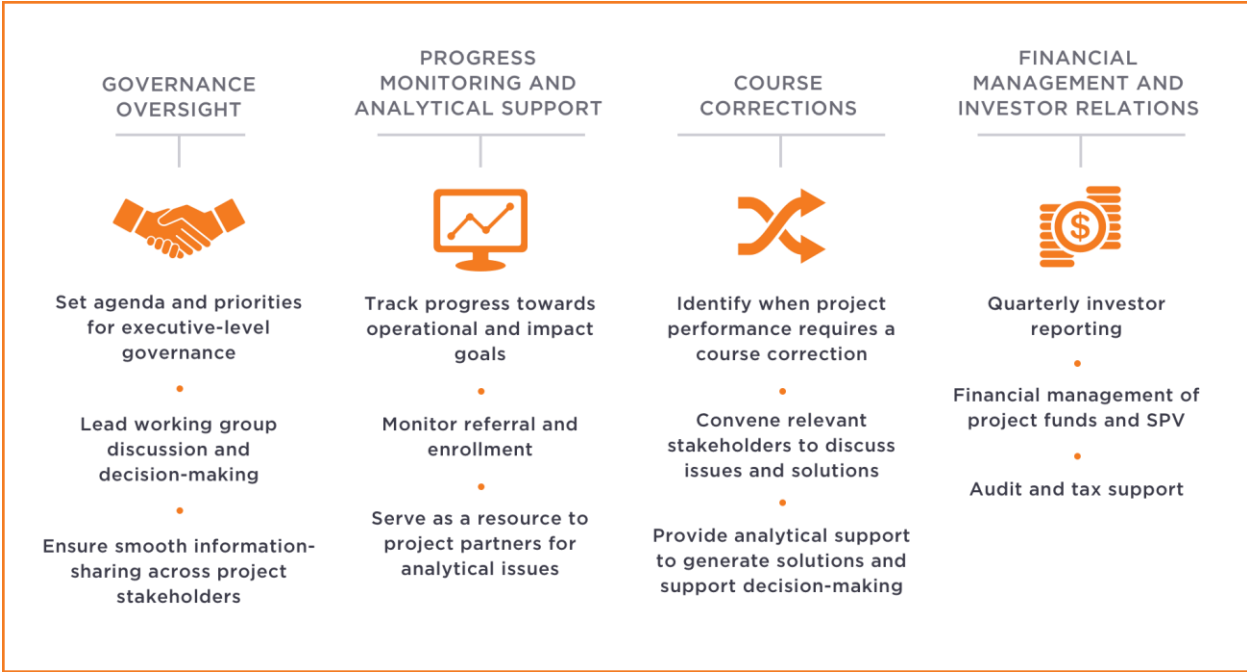
Social Finance partners with governments, nonprofits, foundations, impact investors, and financial institutions to create innovative financing solutions to improve social outcomes. In the Pay for Success and Social Impact Bond market, our **Advisory Services, Social Investment, and Active Performance Management** teams support all phases of work, tailored to the needs of our partners. We are focused on developing a strong Pay for Success field through market education, publications, events, research and analysis.

Active Performance Management

Social Finance plays a key ongoing role in project oversight, data analysis, reporting, and performance management once Pay for Success projects have launched. Ongoing course corrections, guided by data and engaged partnership with all parties, is a critical component of strong Pay for Success projects.

Our performance management services include governance oversight, progress monitoring and analytical support, course corrections, and financial management and investor relations.

MANAGING FOR RESULTS



Role and Responsibilities

The Associate Director will report to Vice President, Advisory Services and will play an integral role in furthering the development and execution of the firm’s Active Performance Management practice. This position will work closely with Social Investment teams to influence the performance management design of each active investment management project and will oversee the following ongoing responsibilities from service launch through completion: governance oversight, progress monitoring and analytical support, and course corrections.

Responsibilities

- Support Social Investment development teams in designing performance management components of each project; collaborate with outside evaluation firms to identify and measure key performance outcomes for PFS projects
- Support non-profit service providers through performance monitoring operations once a PFS project has been launched to ensure target outcomes are met

- Develop analytic tools and practices with service providers, provide training to providers on the use of tool and practical implications; create processes to track and report outcomes achievement as needed depending on provider capacity
- Design and manage data-driven analysis to inform actionable insights into partners' performance; recommend and implement course correction strategies as needed
- Monitor project financials to ensure actual expenses are aligned with budget projections
- Support project governance and client relationship management, facilitating and supporting discussion of issues raised by data analysis, ensuring smooth information sharing across all project stakeholders, which include service providers, investors, government officials, and third-party evaluators
- Identify, build and maintain relationships with peers from key partner agencies and across sectors
- Design and create high-quality products and periodic performance read-outs to service providers' staff and leadership, government partners, foundations, and investors
- Support senior management and Social Finance team as needed

Qualifications

We are looking for an entrepreneurial professional who has the flexibility and aptitude to take on additional duties as appropriate. Candidate must have:

- At least five years combined work and graduate school experience; experience in a role with significant analytical responsibility required (e.g. management consulting, economic consulting, investment management)
- Strong analytical and quantitative skills; comfortable working with large quantities of data and able to quickly and accurately analyze and audit results
- Pragmatic, strategic perspective; ability to understand what is feasible to implement, and elevate the most important topics
- Ability to work in teams and manage associates towards project completion and under tight deadlines
- Excellent oral and written communications skills, the ability to deliver quantitative and qualitative data in a compelling way, and the ability to quickly research, synthesize and summarize key lessons on unfamiliar topics
- Advanced interpersonal skills and client-facing experience; ability to identify, build and maintain relationships across sectors that are integral to the firm and its mission

- Commitment to excellence and accuracy, with an ability to manage multiple competing priorities simultaneously
- Ability to constructively express contrary points of view and seek consensus among strong, independent thinkers
- Demonstrated interest and knowledge of key issues in effective nonprofit management, social interventions, and/or impact investing (e.g. academic coursework, consulting projects, volunteer work, etc.)
- Capacity to work independently while contributing to team projects as appropriate
- Sense of humor and flexibility to regularly incorporate the feedback of others into work processes
- Intermediate expertise in statistics and statistical software (e.g., STATA, SPSS, SAS)
- Advanced expertise in PowerPoint and Microsoft Excel, including financial modeling
- MBA or MPP preferred; concentration in finance, economics or public policy a plus

Application

Send cover letter and resume to hire@socialfinance.org (Subject line: Assoc. Director, APM)

Review of applications will begin immediately. No phone calls please.

Social Finance, Inc. is an equal opportunity employer, and all qualified applicants will be afforded equal employment opportunities without discrimination because of actual or perceived race, color, national origin, sex, age, religion, disability, marital status, personal appearance, sexual orientation, gender identity or expression, political affiliation, or genetic information.