



Associate

Boston, MA; Austin, TX; or San Francisco, CA

About Social Finance

Our Mission

Social Finance is a 501(c)(3) nonprofit dedicated to mobilizing capital to drive social progress. We bring together uncommon partners—governments, investors, and nonprofits—around a common purpose: to measurably improve the lives of those most in need. Our intention is to strengthen the link between performance and payment—driving more funding toward programs that work – via Pay for Success applications.

What is Pay for Success?

Pay for Success (PFS) is a unique innovation in impact investing. It generates returns by creating efficiency in the way government deploys taxpayer funds—by investing in prevention and focusing on outcomes. In any PFS financing, every dollar of return directly represents a tangibly measured unit of human impact. At the same time, it's a methodology for agreeing on the outcomes policymakers and communities choose to prioritize, and a reimagining of the social sector that focuses on results and rewards performance.

Our Services

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. Most recently, Social Finance launched our **Public Impact Initiative**, which uses the full range of Pay for Success tools – like active performance

management and innovative funding mechanisms such as outcomes rate cards – to help governments design, fund and manage effective social services.

Role and Responsibilities

We are currently searching for Associates for our Boston, Austin, and San Francisco locations. Opportunities exist for associates to contribute to a variety of the firm’s offerings, including pipeline development, deal origination and execution, performance management, and advisory services.

Responsibilities may include:

- Researching social issue areas and interventions under consideration for Social Impact Bond (SIB) applications. In addition to conducting both qualitative and quantitative research from secondary resources, associates may also conduct interviews by phone and/or in person
- Conducting due diligence on potential non-profit service providers
- Analyzing the potential net savings and value created and model the cash flows and potential returns of the social impact bond
- Collaborating with the team to execute offerings, including assisting on the drafting and editing of deal terms and structuring, supporting the syndication process
- Assisting in monitoring the performance of non-profit providers once a SIB has been deployed and collaborate with non-profits to ensure they meet target outcomes. Collaborate with outside evaluation firms to identify and measure key performance outcomes
- Supporting senior management and Social Finance team as needed
- Additional areas of work may include: grant applications management, board communications, and development of marketing materials

Qualifications

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

- 2+ years of experience in a role with significant analytical responsibility (e.g. management consulting, investment banking, corporate rotational programs, policy analysis)
- Strong analytical and quantitative skills; basic statistical knowledge and comfort with corporate finance required

- Excellent oral and written communications skills; the ability to deliver quantitative and qualitative data in a compelling way; ability to quickly research, synthesize and summarize key lessons on unfamiliar topics
- Commitment to excellence and accuracy, with an ability to manage multiple and competing priorities simultaneously; willingness to constructively express contrary points of view and seek consensus among strong, independent thinkers
- Advanced interpersonal skills and the ability to communicate and work closely with stakeholders across multiple sectors
- 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
- Advanced expertise in Microsoft Excel, including financial modeling, and PowerPoint
- Demonstrated interest in and knowledge of key issues in effective nonprofit management, social interventions, and/or impact investing (e.g. academic coursework, consulting projects, volunteer work, etc.)
- Bachelor's degree required

Application

Applicants must be currently authorized to work in the United States on a full-time basis. Send cover letter and resume to hire@socialfinance.org (Subject line: Associate, Boston; Associate, Austin; or Associate, San Francisco). 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, creed, disability, marital status, citizenship, ancestry, personal appearance, sexual orientation, gender identity or expression, political affiliation, military status, status as a protected veteran, genetic information or any other legally protected status.