



Director, Impact Investments

Boston, MA; Austin, TX; San Francisco, CA; or Washington, D.C.

About Us

Social Finance is a national impact finance and advisory nonprofit. By working with the public, private, and social sectors, we create partnerships and investments to measurably improve lives. In the past decade, we have mobilized over \$225 million to help more than 35,000 individuals realize improved outcomes in education, economic mobility, health, and housing.

We are driven by the belief that social and economic systems should enable all people to thrive, and the conviction that we can create the most meaningful and measurable change in our communities when governments and markets work together. Our organization is built upon four core values:

- Putting people first
- Focusing on results
- Demonstrating the highest standards of integrity and accountability
- Building enduring cross-sector partnerships

And it is strengthened by a commitment to [diversity, equity, and inclusion \(DEI\)](#).

We work across three core practice areas: Impact Investing, Impact Advisory, and Field Building.

Through our Impact Investing portfolio, we develop and manage innovative investments, including the [Career Impact Bond](#) and the [Social Impact Bond](#). In our Impact Advisory practice, we work alongside impact-focused leaders to implement outcomes-oriented approaches. And in our Field Building work, we share firsthand learnings and best practices to catalyze social impact in the field. Across all our work, which spans the public, private, and social sectors, we continually challenge ourselves and our partners to use funding and data in innovative ways to create lasting impact.

The Opportunity

The composition of the Director's portfolio will be fluid and subject to change according to opportunities. Core impact investing responsibilities may include the following:

Deal Development

Director may be responsible for the following:

- Marketing Social Finance and its offerings to potential partners
- Identifying opportunities to deploy innovative financing structures to support measurable social progress
- Overseeing Impact Investing transaction teams and collaborating with investors, partners and clients to identify social and financial outcomes, develop appropriate financing or investment structures, develop and implement management and governance structures as needed, and negotiate and execute impact investing transactions

Deal Management

Deploying innovative capital structures with organizations that are pushing the boundaries of social change requires an active partnership throughout the life of an investment relationship. The Director will work with transaction and broader organizational teammates, as well with investors, service providers, and other external partners as needed, to deliver post-close impact and financial management and monitoring activities across various investments. Specific activities may include:

- Managing multiple stakeholders to ensure financial and impact outcomes are achieved
- Developing and implementing impact and financial outcome monitoring and reporting systems
- Managing ongoing communications with investors, providing project updates and fielding questions and requests as needed

Firm Building

In addition to the Director's Impact Investing responsibilities, each Social Finance Director serves on the firm's management team and contributes to the building and development of staff, the firm, and the field. These responsibilities may include, but are not limited to:

- Collaborating across the firm to support business development and fundraising efforts

- Supporting firm's talent management efforts via recruiting, coaching, goal setting, mentoring, and ongoing performance management
- Serving on the firm's Management Team
- Supporting internal capacity building efforts
- Representing the firm in public forums and/or contributing to various publications

Qualifications

We are searching for flexible professionals who enjoy solving problems and aim to achieve social impact at scale. Candidates for this role will have:

- At least eight years of experience in structuring financings and managing financial transactions in community, commercial or investment banking, private credit, private equity and municipal or agency finance. This could include:
 - Identifying and developing investment opportunities and partners through market landscaping and business development
 - Conducting multi-faceted financial and impact due diligence on opportunities
 - Relationship management with key internal and external stakeholders
 - Developing and negotiating investment documentation
 - Producing recommendations and presenting them to senior leaders and decision makers
 - Performance monitoring and early problem recognition
- Demonstrated experience with financial modeling; interest and comfort in coaching more junior staff to learn these skills
- Demonstrated interest in at least one impact issue area through direct professional experience, or through volunteering, board role, etc.
- Strong written and verbal communication skills
- Experience with working across multiple priorities simultaneously
- Comfort in a team-based and fast-changing environment
- An entrepreneurial approach to work and excitement about innovations that can catalyze large scale system improvements
- Experience managing and developing direct reports
- Commitment to enhancing a team culture of inclusion, belonging and equity

Benefits

At Social Finance, we strive to deliver a benefits program that will enhance our overall value proposition to employees. Our current benefit offerings include:

- Comprehensive health care coverage: medical, dental and vision insurance; flexible spending accounts; Employee Healthy Actions programs and more
- Retirement savings plan with employer contribution
- Short-term, long-term and life insurance policies
- Commuter benefits and cell phone reimbursements
- Hybrid work model (in office three days per week, work from home two days per week and on an ad-hoc basis as needed)
- Dedicated budgets for team building and employee recognition
- Annual budget for external professional development opportunities
- Mentorship and onboarding programs
- Collaborative and energizing workspaces in downtown Boston, San Francisco and Austin
- Paid vacation and paid holidays (with 12/24-1/1 off every year)
- Paid parental leave
- A truly stellar team of high performing, values-driven and fun (!) professionals

Application

Applicants must be permanently authorized to work in the United States on a full-time basis. Send cover letter and resume to hire@socialfinance.org (Subject line: Director, Impact Investments, Boston; Director, Impact Investments, San Francisco; Director, Impact Investments, Austin; or Director, Impact Investments, D.C.).

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

Please note that, at this time, to be in-person at a Social Finance office, client location or Social Finance-sponsored event, you must be fully vaccinated against COVID-19.

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.