

Vice President, Impact Advisory

Boston, MA 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 Vice President (VP), Impact Advisory is expected to lead and oversee the delivery of high-quality advisory work to Social Finance's partners, including: working with external partners to identify and design opportunities for impact, engaging new partners to generate high-impact work, providing strategic oversight and guidance to project teams, helping to strengthen the field and communicate what we're learning, and accelerating the development of both individual team members and organizational strategy and operations.

Identify and design opportunities for impact

We work at the intersections between different sectors, fields, and jurisdictions. VPs identify promising areas in which our skills and tools could make an impact, create a shared vision with our external partners around that impact, and work collaboratively to design, scope, fund, and execute on that vision. This involves significant autonomy in prioritizing opportunities, and significant responsibility in designing partnerships that meet the needs of communities and that further Social Finance's mission. Specifically, this involves:

- Independently helping to identify potential projects and collaborations, building the pipeline of impact advisory projects, drafting concept notes or proposals, socializing ideas with partners, funders, and firm leaders, and launching new projects.
- Sourcing and vetting new partnerships, particularly among state and local government partners, that further Social Finance's mission, and maintaining those relationships in a way that continues to deliver value by highlighting new opportunities, circulating lessons, and sharing tools.
- Marketing Social Finance and its offerings to potential partners in a way that builds credibility, strengthens the field, and highlights shared orientation toward impact.

Providing strategic oversight to Impact Advisory engagements

The VP is responsible for overseeing the work of multiple project teams, ensuring that they deliver results for our clients, and looking for ways to maximize our impact. This includes:

- Advancing intellectual work on the project, pursuing action-oriented recommendations that will deliver impact for partners and Social Finance.

- Making connections across Social Finance and across the field that support teams in their work, help clients realize their goals, and strengthen the network of connections across the nascent field.
- Serving as a primary contact with peer-level stakeholders through all phases of an advisory project and influencing partners to take the steps required to achieve the greatest impact
- Building and maintaining relationships with senior partners (individuals and organizations) throughout the project, ensuring that our work products meet their goals and is likely to result in tangible impact.
- Updating Social Finance senior management on project progress, lessons learned, and important content and issues.

Proactively Building the Field

The VP will be expected to actively seek out opportunities to highlight the firm's work and to explore new areas of opportunity to drive forward the mission. This includes:

- Representing the firm in public forums, conferences, and meetings, ranging from participating on panels to testifying before legislatures.
- Seeking out opportunities to publicly share outcomes and insights from our work, including through creating through white papers and articles, helping to design leadership trainings, contributing to research and/or books, and other efforts to push forward to emerging field.

Firm Building

Each Social Finance VP serves on the firm's Leadership Team and contributes to the development of staff and of the firm, including:

- Partnering with the firm's CEO and Managing Directors to set firm strategy, make annual budget allocation decisions, and manage progress toward our short- and long-term goals.
- Playing a major role in coaching, mentoring, and developing all levels of staff, empowering and motivating them to work independently and grow professionally.
- Supporting Social Finance's talent management efforts via recruiting, serving as a development manager, and participating in ongoing performance management.
- Supporting internal capacity building efforts, including the firm's DEI efforts, professional development processes, and issue area teams.

Qualifications

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

- Minimum 12 years of relevant experience. Working in leadership roles within the public sector and/or impact-oriented organizations is highly valued; state-level government and/or experience in one or more issue areas of focus is a plus (priority issue areas include Children & Families, Justice Reform, Economic Mobility, Education, Health and Homelessness).
- Significant client services experience; ability to oversee and execute on time-sensitive, important projects with multiple, complex stakeholder relationships.
- Experience identifying, building, and maintaining promising relationships across multiple sectors.
- Demonstrated experience in identifying new opportunities, designing scopes of work, and converting ideas into funded new projects.
- Ability to set and accomplish team goals in an inclusive environment, motivating and coaching teams toward highest-quality work and inspiring commitment to the mission.
- Excellent analytical and quantitative skills; the ability to deliver quantitative and qualitative data in a compelling way.
- Excellent verbal and written communication skills; willingness to constructively express your point of view and hear the point of view of others, both internally and externally.
- Demonstrated interest in and knowledge of key issues in nonprofit management, social interventions, and/or impact investing.
- Experience working across multiple projects simultaneously.
- Experience managing and developing direct reports.
- Thrive in a fun, collegial, fast-moving team environment.
- 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, DC, 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

Send cover letter and resume to hire@socialfinance.org (Subject line: VP, Impact Advisory, Boston or VP, Impact Advisory, 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.