



Associate

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

About Social Finance

Social Finance is a national 501(c)(3) nonprofit dedicated to mobilizing capital to drive social progress. We believe that everyone should have the opportunity to thrive and that we can catalyze that opportunity through building innovative financing solutions and driving uncommon cross-sector partnerships. We do our work across: **Education, Children and Families, Workforce, Criminal Justice, Sustainability, Health, and Homelessness**. In all we do, we are centered on our core values – **People, Performance, Integrity, and Collaboration**.

Our Services

Social Investment

In our Social Investment practice, we develop and implement a suite of innovative financing mechanisms, known as Pay for Success, to connect performance to payment. We started with the **Social Impact Bond**, a unique public-private partnership in which impact investors provide upfront capital to scale effective nonprofits and governments repay investors only if outcomes are achieved. Today our Social Investments portfolio also includes the **Career Impact Bond** and the **Outcomes Rate Card**.

Each Pay for Success strategy incorporates cross-sector partnerships, clearly defined outcomes, data-driven decision-making, strong governance and accountability, and private investment capital where appropriate. To date, **we have mobilized more than \$110M across 12 Pay for Success projects**. In addition to scaling our current strategies, our Social Investments team is **constantly innovating to develop new tools** to improve outcomes and achieve systems-level change.

Advisory Services

In our Advisory practice, we deploy the principles of Pay for Success to help our clients across the sectors achieve greater impact. We identify best-in-class interventions, execute economic analyses,

perform rigorous due diligence, quantify impact, and build service provider capacity. In every project **we work with clients to develop creative and customized solutions** – be it one of our Pay for Success tools or not – that are **tailored to the particular needs of each community**.

Role and Responsibilities

Associates are an integral part of the national Social Finance team, and have the opportunity to contribute to and lead key work streams on projects that span the full PFS development spectrum. Associates are staffed on a project basis, on anywhere from 2-4 projects at any given time.

Responsibilities

- Associates contribute to a variety of the firm’s offerings as part of collaborative project teams, leading defined work streams and conducting detailed research and analyses that drive project design and recommendations. Across the PFS development spectrum, Associates are critical contributors to the work streams required to produce high-quality deliverables to project partners, including but not limited to the following activities:
 - **[Proposals / Business Development]** Support analysis and draft writing for responses to proposal documents (i.e. RFPs, RFIs, NOFAs) and concept notes for potential PFS opportunities; create public communications materials and support prospective business development calls to source opportunities; identify, build and maintain relationships with peers from key partner agencies and across sectors
 - **[Advisory / Social Investments]** Design and build financial models and conduct detailed data analyses and literature reviews to support project design decisions, test hypotheses, and drive recommendations (analyses may include quantifying the public value of social outcomes, modeling cash flow and potential return projections, assessing an intervention’s impact on various target populations, etc.); co-draft and create PowerPoint presentation materials to convey key findings and recommendations to external partners; support drafting key governance documents and designing procurement procedures for external project parties (e.g. evaluators); present work stream analyses and key findings during calls and in-person meetings with government, investor, philanthropy, and/or service provider partners and stakeholders
 - **[Active Performance Management]** Contribute to monitoring the performance of non-profit service providers once a PFS project has launched, collaborating with

providers to manage towards maximizing target outcomes; collaborate with evaluation firms to identify and measure key performance outcomes; support investor and funder reporting, cash flows, and communications; lead governance and operations meetings and calls with key project stakeholders; support recommendations for key project decisions and milestones

- **[Field Building]** Attend conferences and pursue speaking engagements that support field education on PFS; write blog posts and support drafting white papers and reports that publish key learnings and findings from our work; contribute to and support research efforts in social issue areas and interventions under consideration for PFS applications. Examples of the firm’s research activities include: mapping non-profit service provider landscapes, conducting due diligence on potential non-profit providers, producing economic cost-benefit analyses, pricing social outcomes and modeling financial returns
- Support the Social Finance team’s growth and success, including: providing real-time feedback to team members in service of maximizing professional success and executing high-quality deliverables; contributing to firm development initiatives, which may include recruiting, professional development, internal “knowledgefest” sessions, board meeting presentation preparation, or other internal strategic projects; supporting senior management, internal functional teams, and Social Finance project teams as needed.

Qualifications

We are looking for an entrepreneurial professional who has the flexibility and aptitude to take on the core responsibilities of the Associate role, as well as additional duties that senior management deems appropriate. Candidates must have:

- 2+ years of experience in a role with significant analytical responsibility (e.g. management consulting, investment banking, economic consulting, non-profit consulting, corporate rotational programs, public sector or 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

- Advanced interpersonal skills and the ability to communicate and work closely with stakeholders across multiple sectors
- 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
- 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.)
- Capacity to work independently while contributing to team projects as appropriate
- Sense of humor, team-oriented player, and flexibility to regularly incorporate feedback into work processes and personal development
- Advanced expertise in Microsoft Excel, including financial modeling, and PowerPoint
- 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.