



Director, Advisory Services

Role and Responsibilities

In collaboration with the CEO and senior management, the Director of Advisory Services will both help to shape and oversee implementation of the organization's Advisory strategy. The Director is expected to deliver highest-quality research, analysis, and advice to Social Finance's partners, including: building and maintaining critical external relationships; managing and guiding projects that deliver insightful, actionable recommendations; and developing the strengths and competencies of team members.

Project Management

The Director will supervise project teams, typically overseeing groups of Associate Directors and Associates on each project team. Key responsibilities include:

- Lead the team in the intellectual and analytical work of the project, pursuing action-oriented recommendations that will deliver impact for our partners and those they serve
- Design and structure work required to provide excellent deliverables to partners including:
 - Develop proposal documents, timelines, and budgets
 - Design and execute against meeting schedules, timelines and work streams in order to guide the project team
 - Manage to key project deliverables, including memos, reports, and PowerPoint presentations
- Maintain close contact with partners (individuals and organizations) throughout the project, providing updates, taking input and feedback, facilitating workshops and meetings, and co-developing content as appropriate
- Update Social Finance senior management on project progress and elevate important content and issues

Staff Development

Our ability to attract, cultivate, and retain top talent is our greatest competitive advantage. As a leader at Social Finance, the Director will dedicate time and resources to the development of staff under his/her supervision. Key responsibilities include:

- Support in the recruitment and hiring of excellent staff
- Motivate and inspire team members, creating a culture that is high-performing, growth-oriented, and positive
- Develop the specific analytical, communication, and advisory skills of team members that drive impact

Thought Leadership

As an intermediary and market maker, Social Finance is committed to educating the market and developing the field. As a leader of Social Finance, the Director will contribute to thought leadership by helping to build and disseminate Social Finance's point of view and intellectual property through:

- White papers
- Grant and product proposals
- Op-eds and blog posts
- Speaking engagements

External relationship management

In order to achieve the kind of impact we seek to make on the world, the Director will help to source, vet, build, and maintain critical relationships with project partners—from the public sector, nonprofits, and foundations. Key responsibilities include:

- Serving as primary contact with senior stakeholders through all phases of Advisory projects, advising and influencing partners to maximize their impact
- Building and maintaining strong relationships with partners and develop a wide network to help generate high-quality partnerships
- Building the pipeline of Advisory projects in collaboration with Social Finance senior management

Qualifications

We are looking for a high-achieving, entrepreneurial professional who has the flexibility and aptitude to co-own and build our growing Advisory practice. Candidate must have:

- 7+ years of experience in a leadership role in a top-tier management consulting setting (or equivalent), social/public sector experience strongly preferred
- Exceptional interpersonal and relationship management skills; ability to successfully manage complex situations; strong active listening and empathy skills
- Strong project management skills; ability to lead and coordinate multiple teams and workstreams
- Experience developing and managing a team of motivated professionals with diverse backgrounds
- Commitment to excellence and accuracy, with an ability to manage multiple and competing priorities simultaneously; willingness to express contrary points of view and seek consensus among strong, independent thinkers
- Demonstrated interest in and knowledge of:
 - Specific program areas and interventions (health, criminal justice, housing, workforce development, early childhood development, education) and/or
 - Key issues in effective nonprofit management, and/or
 - Impact investing
- Strong analytical and quantitative skills
- Excellent oral and written communication 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
- Sense of humor and the flexibility to regularly incorporate feedback of others into work processes
- Ability to create and maintain a positive, productive attitude and team culture in the face of challenges
- Advanced expertise in Microsoft Excel and PowerPoint and the ability to quickly learn new software
- Graduate degree in Business, Law, or Public Policy preferred

About Social Finance

Social Finance is a 501(c)(3) nonprofit dedicated to mobilizing capital to drive social progress. We bring uncommon partners—governments, investors, and nonprofits— together around a common purpose: to measurably improve the lives of those most in need. We employ a set of financing strategies called Pay for Success to strengthen the link between payment and results, driving funding to programs that work.

Our Services

Social Finance partners with governments, nonprofits, foundations, impact investors, and financial institutions to create innovative financing solutions that improve social outcomes nationwide. Our work addresses pressing social challenges in the following areas: **Education, Children and Families, Workforce, Criminal Justice, Sustainability, Health and Homelessness.** Our Advisory Services, Social Investment, and Active Performance Management teams support all phases of work for Pay for Success projects, from development through implementation and measurement. We also build the Pay for Success field through market education, publications, events, research and analysis.

Application

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

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.