



Director, Advisory Services

Austin, TX Boston, MA San Francisco, CA

About Us

Social Finance is a national 501(c)(3) nonprofit dedicated to mobilizing capital to drive social progress. At the core of our work is Pay for Success (PFS)—a set of outcomes-based financing strategies that measurably improve the lives of those in need by linking resources to results (rather than services delivered). We work to maximize the social impact of each dollar of private and public capital deployed and bring uncommon partners together to increase our collective impact on society's most pressing challenges. Our vision is a society in which everyone has the opportunity to achieve their full potential.

Social Finance was founded by Sir Ronald Cohen, David Blood, and Tracy Palandjian in 2011 as the first dedicated PFS intermediary in the United States. Since then, we have catalyzed a nascent idea into a vibrant global movement, raising ~\$150 million for PFS projects and mobilizing investors, social change organizations, and policy makers alike.

Social Finance runs an investment platform in which we develop new social investment projects and act as fund manager. In addition, we provide Advisory services for governments, philanthropy, and service providers and conduct market education and field building activities to grow and innovate the PFS field. Today, we are a team of 60+ employees with offices in Boston, MA; Austin, TX; and San Francisco, CA.

Social Finance is part of a Global Network that includes organizations in the US, UK, Israel, Netherlands, and India. The Global Network is a leader and pioneer in the field -- Social Finance UK launched the first PFS project in 2010, and together the network has developed and launched more projects than any intermediary organization in the world.

What is Pay for Success?

Pay for Success (PFS) is a set of innovative financing strategies that make payments directly dependent on results. Inherent in the PFS model is a focus on improving lives and catalyzing opportunities for individuals, families, and communities to thrive. Social Finance develops and implements PFS strategies within the fields of criminal justice, child and family wellness, education, health, workforce, and environmental sustainability and resiliency.

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.

The Opportunity

The Director, Advisory Services is expected to deliver high quality advisory work to Social Finance's partners including: building and maintaining critical external relationships, overseeing and guiding projects, creating and delivering strong final recommendations and products, and developing team members. The composition of the Director's workload will be fluid and subject to change according to opportunities and projects available.

External relationship management

As an intermediary among all three sectors, our ability to collaborate with others is critical to our success.

- Market Social Finance and its offerings to all potential partners; build the pipeline of advisory business in collaboration with Social Finance leadership team
- Source and vet new partnerships, maintain those relationships, and /or delegate them to team members
- Serve as primary contact with peer-level stakeholders through all phases of an advisory project, influencing partners to take the steps required to achieve greatest impact

Advisory Work

The Director is responsible for ensuring high quality results for advisory project teams and clients.

- Drive intellectual work on the project, pursuing action-oriented recommendations that will deliver impact for partners and Social Finance
- Maintain close contact with partners (individuals and organizations) throughout the project, providing updates, facilitating workshops and meetings, and co-developing content as appropriate
- Update Social Finance senior management on project progress and elevate important content and issues

Firm Building

In addition to the Director's advisory responsibilities, each Social Finance Director will serve on the firm's management team and contribute 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 the firm's talent management efforts via recruiting, coaching, goal setting, mentoring, and ongoing performance management
- Serving on the firm's commitments committee
- 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 combined relevant experience; working with the public sector, and/or on economic mobility issues is highly valued
- Significant client-facing experience; ability to identify, build, and maintain relationships across multiple sectors

- Ability to set and accomplish team goals in an inclusive environment, motivating and coaching teams toward the highest quality work
- 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 others' points of view, both internally and externally
- Demonstrated interest in and knowledge of key issues in nonprofit management, social interventions, and/or impact investing

Application

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

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.