



2021 Summer Associate

About Social Finance

Social Finance is a 501(c)(3) nonprofit organization dedicated to mobilizing capital to drive social progress. We bring uncommon partners together around a common purpose: to measurably improve the lives of those in need. Through Pay for Success (PFS), a set of innovative, outcomes-based financing strategies that directly and measurably improve the lives of people in need by driving resources toward results, we work to disrupt the status quo, shifting mindsets to align resources with impact. Throughout our work we strive to uphold our commitment to our values – people, performance, integrity, and collaboration – and to principles of [diversity, equity and inclusion \(DEI\)](#).

Over the past decade, Social Finance has pioneered the field of PFS through implementation of strategies including the Social Impact Bond (SIB) and the Career Impact Bond (CIB). PFS centers on five core principles: clearly defined outcomes; data-driven decision making; cross-sector partnership; strong governance and accountability; and catalytic capital for impact. The PFS movement began more than a decade ago, when our sister organization, Social Finance U.K., developed the world's first SIB. Since then, PFS practitioners across the globe have launched more than 180 SIBs in 32 countries. These projects are mobilizing over half a billion dollars to address entrenched social issues that are difficult, if not impossible, to address via traditional social program funding approaches.

In recent years, the PFS movement has evolved beyond the SIB to incorporate new outcomes-based strategies, including the Career Impact Bond (CIB), the Environmental Impact Bond (EIB), the Development Impact Bond (DIB), and the Outcomes Rate Card (ORC).

Social Finance partners with governments, nonprofits, foundations, impact investors, and financial institutions to improve social outcomes by driving resources toward results across three areas of work:

- Social Investment: We work with cross-sector partners to design, launch, and manage Social Impact Bonds and Career Impact Bonds
- Advisory Services: We partner with governments, philanthropy, and nonprofits to implement outcomes-oriented approaches.
- Field Building: We help advance Pay for Success through market education, publications, events, and research.

Role and Responsibilities

Social Finance is looking for graduate-level summer interns to become fully leveraged members of our team and help contribute to our mission. Interns will work on multiple real-time projects across Social Finance's different service offerings, gaining exposure to the day-to-day work required for social investment and advisory project development, and will have an opportunity to support firm initiatives.

Specific responsibilities may include:

- Help design and conduct qualitative and quantitative research efforts in social issue areas and interventions under consideration for PFS or other outcomes-based funding projects
- Conduct due diligence on evidence-based interventions and potential service providers as part of a landscape or feasibility study
- Collaborate with the team to support written proposals and PFS or other outcomes-based funding project design and structuring
- Support the development of materials for project working group meetings and facilitate client discussion where appropriate
- Contribute to the firm's thought leadership efforts, which may include research or writing for print or online publications or creating content for presentations by senior leadership
- Support the firm's knowledge building efforts by leveraging specific past experiences relevant to the PFS field
- Support senior management and Social Finance team as needed.

Qualifications

We are looking for an entrepreneurial professional who has the flexibility and aptitude to take on duties that senior management deems appropriate. Candidate must have:

- Passion for using outcomes-based financing and procurement tools to drive transformative social impact

- Understanding of recent developments in non-profit growth-capital funding, scaling social impact, financial markets, and/or public policy
- Commitment to excellence and accuracy, with an ability to manage multiple competing priorities simultaneously, constructively express contrary points of view and seek consensus among strong, independent thinkers
- Advanced expertise in Microsoft Excel and PowerPoint
- Strong analytical and quantitative skills with basic statistical knowledge
- Excellent oral and written communications skills, the ability to deliver quantitative and qualitative data in a compelling way, and the ability to quickly research, synthesize and summarize key lessons on unfamiliar topics
- A lively, curious and creative intellect and a style that includes flexibility, diligence and a sense of humor
- MBA or MPP candidate preferred; concentration in finance, economics, or public policy a plus.

Application

Send cover letter and resume to hire@socialfinance.org (Subject line: 2021 Summer Associate) by January 8, 2021. Review of applications will begin immediately. No phone calls please. Note that Social Finance requires interns to have permanent US work authorization.

A stipend is available for these full-time ten-week internships. Program duration is June 7 through August 13, 2021. While we hope to be able to hold the internship in person in our Boston office, we will defer to public health guidance to ensure the safety of all of our staff members and will offer a virtual internship if needed.

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.