



Assistant General Counsel, Impact Investments

Boston, MA; Austin, TX; San Francisco, CA; 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 Assistant General Counsel, Impact Investments will be an integral part of the Social Finance team, with a wide array of responsibilities for Social Finance, Inc. and its subsidiaries, with a specific focus on developing and contracting for impact investment transactions. This position will report to the firm's Deputy General Counsel, and will also work closely with the General Counsel, the rest of the legal team, outside legal counsel, and project teams engaged in impact investing projects. This opportunity is ideal for those who have transactional law and project finance experience, are excited to delve into novel legal work streams, are entrepreneurial and seek to make an impact through their legal expertise. This role will support a growing organization while simultaneously shaping an evolving market.

Impact Investment Transaction Work

Social Finance's legal team plays a key role in structuring, negotiating and reviewing contracts among public, private, and non-profit sector clients. This position will be an integral part of deal teams during the contracting phase of project development, collaborating with clients and other external stakeholders to draft and negotiate deal documents. With the rest of the legal team, the Assistant General Counsel will help retain, manage, and evaluate outside counsel where necessary.

Responsibilities may include, but are not limited to:

- Advise deal teams from initial structuring to drafting and negotiation of final financing and outcome-contingent agreements; oversee external counsel in discussion and negotiation with project stakeholders (within private, nonprofit and public sectors)
 - Serve as thought leader to deal teams throughout entire deal lifecycle, including on key contract terms and best practices for achieving impact via contracting
 - Collaborating with internal and external counsel to develop private placement memoranda, credit facility agreements, and ancillary financial agreements
 - Drafting and executing entity formation agreements for impact investment special purpose vehicles which may include trusts, partnerships or other corporate forms
- Advise on investment fund development, structuring and legal implementation; oversee drafting and negotiation of fund documentation with key stakeholders
 - Support capital raise and finance structuring; lead investor agreement drafting and negotiation
- Advising on deal active performance management, assist in knowledge sharing and knowledge management across deal teams

Other Corporate and Organizational Matters

In addition to impact investing transaction work, the Assistant General Counsel will work with the legal team to help oversee any other legal matters which may arise, with a special emphasis on risk management and compliance for governing Social Finance, its affiliates and subsidiaries. The Assistant General Counsel will also be an active participant in the growth and development of a quickly evolving organization and will have opportunities to participate in and lead broad, non-legal organizational priorities and community activities.

Qualifications

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

- J.D.; license to practice law
- Five to seven years of experience working at a major law firm or equivalent in-house experience
- Experience in corporate transactional work including capital markets, investment funds, project finance, securities, structured finance, private equity, or public finance law or experience in financial services regulation, including state and U.S. federal enforcement and examination of fintech and other consumer products
- Excellent communication skills; ability to translate new, complex, or unclear concepts to unfamiliar and diverse audiences
- Strong interpersonal skills and client-facing experience; ability to identify, build and maintain relationships across sectors that are integral to the firm and its mission
- 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
- Demonstrated interest 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 in an independent and solutions-oriented way while contributing to team projects as appropriate

- Sense of humor and flexibility to regularly incorporate the feedback of others into work processes
- 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 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 [hiring@socialfinance.org](mailto: hiring@socialfinance.org) (Subject line: Assistant General Counsel, [office location preference]) 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.