



Director, Impact Advisory

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 Director, Impact Advisory 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

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:

- Collaborate across the firm to support business development and fundraising efforts

- Support firm's talent management efforts via recruiting, coaching, goal setting, mentoring, and ongoing performance management
- Serve on the firm's Management Team
- Support internal capacity building efforts
- Represent 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 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 the point of view of others, both internally and externally
- Demonstrated interest in and knowledge of key issues in nonprofit management, social interventions, and/or impact investing

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

Applicants must be permanently authorized to work in the United States on a full-time basis. Send cover letter and resume to hiring@socialfinance.org (Subject line: Director, Impact Advisory, Boston; Director, Impact Advisory, San Francisco; Director, Impact Advisory, Austin; or Director, Impact Advisory, D.C.). Review of applications will begin immediately. No phone calls please.

Please note that, at this time, to be in-person at a Social Finance office, client location or Social Finance-sponsored event, you must be fully vaccinated against COVID-19.

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.