



Director, Impact Investing

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, 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 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 composition of the Director's impact investing portfolio will be fluid and subject to change according to opportunities and projects available. Core impact investing responsibilities may include the following:

Deal Development

Whether developing a Social Impact Bond (SIB), Career Impact Bond (CIB), investment fund(s) or another financial product designed to drive social progress, each Director may be responsible for the following:

- Marketing Social Finance and its offerings to potential partners
- Identifying social enterprises to scale and create innovative methods to finance their social progress
- Overseeing impact investing teams and collaborating with social enterprises to:
 - Identify which outcomes will be measured; develop economic cost-benefit model and estimate the value associated with potential project outcomes
 - Define method for outcomes measurement
 - Create an integrated service delivery program structure and operations plan to achieve desired outcomes
 - Develop financial structure to finance each project
 - Negotiate contract terms with key stakeholders within private, nonprofit and public sectors
 - Raise capital and finalize investor agreements

Deal Management

Social Finance often provides post-close management activities for various investments. The Director may work with deal and functional team members on the following:

- Serving on various operations and governance committees that comprise the active performance management structure in place for each specific deal
- Working with intervention provider to ensure achievement of outcomes, proactively identifying obstacles as they arise and course-correcting as needed
- Working with finance team to ensure accurate financial reporting and cashflows to and from various project partners
- Managing ongoing communications with investors, providing project updates and fielding questions and requests as needed

Firm Building

In addition to the Director's impact investing responsibilities, each Social Finance Director serves on the firm's management team and contributes 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 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:

- Minimum of 10 years' experience in structuring financings and managing the entire deal/transaction process in either public/municipal, private equity/venture capital, infrastructure or other structured finance context. This could include:
 - Identifying and cultivating investment opportunities and partners through market landscaping and business development
 - Conduct multi-faceted due diligence on opportunities (including market and financial analyses, understanding operational metrics, competitive benchmarking, financial modeling, and risk analysis)
 - Relationship management with key internal and external stakeholders
 - Negotiation and developing term sheets and final investment terms
 - Presenting to senior leaders and decision makers
 - Performance monitoring and ability to implement corrective actions to support investment thesis and return expectations
- Developing and refining investment strategies
- Experience working with institutional investors with an understanding of fundraising and portfolio management
- Experience managing deal teams and the entire deal process through transaction closings
- Demonstrated interest in at least one impact issue area through direct professional experience, or at the very least, through volunteering, board role, etc.

- Strong written and verbal communication skills
- Experience with working across multiple projects simultaneously
- Thrive in a team environment
- Comfortable working in a fast-changing environment
- Entrepreneurial approach to work and excited by innovations that can catalyze large scale system improvements
- Experience managing and developing direct reports

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
- 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 hire@socialfinance.org (Subject line: Director, Impact Investing, Boston; Director, Impact Investing, San Francisco; Director, Impact Investing, Austin; or Director, Impact Investing, D.C.).

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.