



## Director, Social Investment

Austin, TX Boston, MA San Francisco, CA

### About Us

Social Finance is a 501(c)(3) nonprofit organization focused on building impact-first investments and outcomes-based financing tools to align resources with impact and get measurable outcomes for our communities. We want to harness the best of the markets, the discipline and incentive alignment, with the best of government and civil society—that desire to solve intractable social challenges and improve lives at scale. 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 \(DEI\)](#).

Our services (social investment, advisory and field building) are grounded in the core principles of Pay for Success: clearly-defined outcomes, data-driven decision making, cross-sector partnership, strong governance and accountability, and catalytic capital for impact. Our social investment teams work with cross-sector partners to design, launch, and manage [Career Impact Bonds](#) and [Social Impact Bonds](#). Our advisory practice partners with governments, philanthropy, and nonprofits to implement outcomes-oriented approaches. The Field Building initiative helps advance Pay for Success through market education, publications, events, and research. Across all our work we aim to address the most pressing social challenges in the following areas: Workforce, Economic Mobility, Environment, Education, Children and Families, Criminal Justice, Health, and Homelessness.

### The Opportunity

The composition of the Director’s social investment portfolio will be fluid and subject to change according to opportunities and projects available. Core social investment responsibilities may include the following:

#### **Deal Development**

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

- Marketing Social Finance and its offerings to potential partners
- Identifying enterprises or financing structures that address important social or environmental problems to scale, and create innovative methods to finance these opportunities

- Overseeing investment teams and collaborating with social enterprises or other financial intermediaries to:
  - Identify key outcomes; develop economic cost-benefit model and estimate the value associated with potential project outcomes
  - Define method for outcomes measurement and translation to financial metrics
  - Create an integrated service delivery program structure and operations plan to achieve desired outcomes
  - Raise capital as needed

### **Deal Structuring**

The candidate will have substantial deal structuring experience to convert opportunities to funded investments and possess the ability to think creatively and develop new financing structures to address challenging social issues. Undertakings will include:

- Sizing of the opportunity and an understanding of the competitive landscape
- Thorough due diligence of the funding recipient to identify risk areas and develop appropriate mitigation strategies
- Developing detailed financial models illustrating
  - Program outcomes and their relevant financial implications
  - Cash flow analysis and IRR scenarios
  - Major KPIs to support investment success
- Develop deal structures to financially sustain and operationally support each project
- Develop term sheets and negotiate contract terms with key stakeholders within private, nonprofit and public sectors

### **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
- Oversee data collection to support a program's financial and social returns
- Monitor relevant KPIs to ensure achievement of outcomes, proactively identifying obstacles as they arise and course-correcting as needed
- Working with the 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 Social Investment 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 are highly analytical and enjoy solving problems that 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. Hands-on deal structuring experience is a must with specific roles that may include:
  - Developing financial models with appropriate sensitive analyses to stress test alternative structures and assumptions
  - 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
  - Negotiating and developing term sheets and final investment terms
  - Presenting to investment committees, senior leaders and decision-makers
  - Identifying and cultivating investment opportunities and partners through market landscaping and business development
  - 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 currently authorized to work in the United States on a full-time basis. Send cover letter and resume to [hiring@socialfinance.org](mailto:hiring@socialfinance.org) (Subject line: Director, Social Investment) Review of applications will begin immediately. No phone calls please.

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*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.*