



## Director, Social Investment

Austin, TX Boston, MA San Francisco, CA

### About Us

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 a set of outcomes-based financing strategies called Pay for Success, 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 \(DEI\)](#).

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 [Social Impact Bonds](#) and [Career 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: Children and Families, Criminal Justice, Education, Economic Mobility, Environment, 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 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 social investment 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 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 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

## **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](mailto:hire@socialfinance.org) (Subject line: Director, Social Investment)

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.*