Associate, Data Analytics

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

We are seeking a dedicated, driven and team-oriented Associate, Data Analytics to serve as an integral member of the Social Finance team.

The person in this role will play an integral role in furthering the development and execution of data analysis and data visualization workstreams across Social Finance's portfolio of projects. This position will entail working on data-focused projects as well as providing project technical support and leading team trainings to enhance internal capacity on data analysis and visualization.

Responsibilities will include, but are not limited to, the following:

- **Data analysis**. Use statistical software (such as Stata or R) to validate, structure, clean, and analyze project data, including coding large administrative data sets and conducting advanced statistical analyses.

- **Visualizing and presenting data**. Create data dashboards, interactive figures, and internal and external communication materials to support visual data storytelling. Utilize a variety of data visualization tools.

- **Implementing data equity principles**. Ensure data analysis and visualizations follow best practices in data equity in terms of design, structure, and format. Bring a data equity lens to bear on each project assignment.

- **Technical support and training to teams**. Provide support to teams carrying out data analysis and data visualization tasks, including troubleshooting challenges and conducting testing and quality assurance on coding and product development. Provide training to staff on statistical analysis software and how to use data visualization tools.

- **Accessing and storing data**. Ensure project data is complete, shared on-time, and securely transferred and stored given industry guidelines for data security.

Qualifications

- At least 2 years' experience related to data analysis and data visualization; candidates with at least 5 years of experience may be considered for an Associate Director position

- Bachelor's degree or related certificate in computer science, data analytics, economics, finance, engineering, or related field

- Fluency in or willingness and demonstrated capacity to learn at least two programming languages such as Stata, SAS, SQL, R, or Python

- Fluency in or willingness and demonstrated capacity to learn at least one data visualization software such as Power Bi or Tableau. Familiarity with ArcGIS a plus

- Detail-oriented and adept at instituting quality control checks and ensuring accuracy in data analysis

- Familiarity with accessing, cleaning, and analyzing large administrative data sets from government agencies.

- Ability to explain complex data analysis and visualizations to a non-technical audience

- Experience in and understanding of applying a data equity lens to project work

- Experience managing data security protocols and processes, such as implementation and use of secure data storage platforms and establishing sharing protocols (e.g., MOUs, DUAs) with advanced security requirements

- 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

Applicants must be permanently authorized to work in the United States on a full-time basis. Please send a cover letter and resume to hiring@socialfinance.org (Subject line: Associate, Data Analytics). Further sample work product may be requested during the interview process. 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.