



Director, Social Investment

About Social Finance

Social Finance is a 501(c)(3) nonprofit dedicated to mobilizing capital to drive social progress. We bring uncommon partners—governments, investors, and nonprofits— together around a common purpose: to measurably improve the lives of those most in need. We employ a set of financing strategies called Pay for Success to strengthen the link between payment and results, driving funding to programs that work.

Our Services

Social Finance partners with governments, nonprofits, foundations, impact investors, and financial institutions to create innovative financing solutions that improve social outcomes nationwide. Our work addresses pressing social challenges in the following areas: **Education, Children and Families, Workforce, Criminal Justice, Sustainability, Health and Homelessness and Income Share Agreements.** Our Advisory Services, Social Investment, and Active Performance Management teams support all phases of work for Pay for Success projects, from development through implementation and measurement. We also build the Pay for Success field through market education, publications, events, research and analysis.

Role and Responsibilities

In collaboration with the CEO and senior management, the Director will both shape and implement the organization's social investments strategy. The Director of Social Investments is expected to deliver high quality transaction structuring services to Social Finance's partners, including: building and maintaining critical external relationships, overseeing and guiding transaction structuring for social investment products, creating and delivering strong analyses and materials to guide recommendations and negotiations, and developing team members. The composition of the Director's workload will be fluid and subject to change according to opportunities and projects available.

Product Development

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

- Conducting due diligence on potential service providers – either for profit, or non-profit
- Analyzing potential net savings and community benefit for government or individuals, resulting from the intervention delivered
- Creating an integrated service delivery program structure and operations plan to achieve desired social outcomes
- Drafting deal terms with key stakeholders within private, nonprofit, and public sectors
- Collaborating with the team to define methodology for quantifying both social and financial returns
- Oversee the development of financial models
- Identify and measure key performance outcomes
- Identify investment-worthy social enterprises and create innovative methods to scale and finance social progress

Stakeholder Management

As an intermediary among all three sectors, maintaining relationships and building our reputation is critical to our success. The Director may be involved in sourcing and vetting these relationships, maintaining them, and /or delegating them to team members. Key responsibilities include:

- In conjunction with senior management, serve as primary contact for various stakeholders, facilitating dialogue and negotiations with government officials, investors, grantors, and social enterprise partners
- Market Social Finance and its offerings to potential partners; begin building the book of demand

Project Management

The Director is responsible for managing projects as assigned collectively by the senior management team. Projects may include transaction structuring for specific SIBs under development, designing outcomes-based procurement and financing strategies for particular jurisdictions or issue areas, or developing new investment offerings. Each Director will manage

teams of Associate Directors and Associates who will be staffed on a project basis. Key responsibilities include:

- Define and manage work streams for team members in the development and management of SIBs and other PFS investment products
 - Develop proposal documents, timeline, budgets
 - Design and execute against detailed meeting schedules, timelines and work streams in order to guide the project team
 - Draft and finalize agreed deliverables with team members and senior management, including memos, reports, legal contracts, models, term sheets, and other deliverables
- Maintain close contact with partners (individuals and organizations) throughout the project, providing updates, facilitating workshops and meetings and co-developing content as appropriate
- Lead capital raise activities in collaboration with senior management
- Update Social Finance senior management on project progress and elevate important content and issues

Staff Development

Our ability to attract, cultivate, and retain top talent will be our greatest competitive advantage. As a leader of Social Finance, the Director is required to dedicate time and resources to the development of staff under his/her supervision.

- Recruit and hire staff
- Motivate and inspire team members
- Develop the specific tactical, analytical, and transaction structuring skills of team members

Thought leadership

As a nonprofit intermediary and market maker, Social Finance is committed to educating the market and providing thought leadership in the impact investing field. As a leader of Social Finance, the Director should contribute to thought leadership by helping to build and disseminate Social Finance's point of view and intellectual property through any number of the following vehicles:

- White papers
- Grant and product proposals
- Op-eds and blog posts

- Speaking engagements

Qualifications

We are looking for an entrepreneurial professional who has the flexibility and aptitude to take on additional duties that senior management deems appropriate. Candidate must have:

- At least 8 years combined work and graduate school experience; experience in government, nonprofit, or structured finance sectors with analytical responsibility required
- Strong project management experience; ability to lead teams and manage Associate Directors and Associates toward project completion and under tight deadlines
- Strong analytical and quantitative skills; intermediate statistical knowledge required
- Excellent oral and written communication skills
- Advanced interpersonal skills and client-facing experience; ability to identify, build, and maintain relationships across sectors that are integral to the firm and its mission
- Commitment to excellence and accuracy, with an ability to manage multiple and competing priorities simultaneously; willingness to constructively express contrary points of view and seek consensus among strong, independent thinkers
- Demonstrated interest in and knowledge of key issues in effective nonprofit management, social interventions, and/or impact investing
- Sense of humor and flexibility to regularly incorporate the feedback of others into work processes
- Advanced expertise in Microsoft Excel and PowerPoint and the ability to quickly learn new software
- MBA or MPP preferred; concentration in finance, economics, or public policy a plus

Application

Send cover letter and resume to 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, disability, marital status, personal appearance, sexual orientation, gender identity or expression, political affiliation, or genetic information.