

SOCIAL FINANCE GRADUATE ANALYST PROGRAMME

About us

Social Finance is a not for profit organisation working in partnership with government, the social sector and the financial community to enable sustainable social impact at scale. We are the leading social investment intermediary and a centre of innovation in addressing social issues in the UK and beyond.

Social Finance has grown from 2 to 70 people over the past 10 years.

Social Finance brings together deep understanding of a range of complex social issues with financial and analytical rigour to develop sustainable funding models which drive social change. Some of the areas we work in include financial inclusion, affordable housing, vulnerable children and young people, recidivism, domestic abuse, health and social care. Our work in international development includes designing results-based models for issues such as maternal and neonatal health, education, employment and essential household services delivery. Since we started in 2007, Social Finance has catalysed over £100m of social investment to tackle social challenges.

What are our goals and our values?

1. Achieving social impact and embedding change is the heart of what we do.
2. We look for social impact first – our models are driven by social, and then financial, returns.
3. We don't just think, we put our work into practice, with a drive to action and implementation.
4. We apply financial and analytical tools to deliver sustainable social impact at scale.

More information can be found on our website www.socialfinance.org.uk.

The Social Finance Graduate Programme

Social Finance is looking for the next generation of social innovators to start their journey on our Graduate Analyst Programme in autumn 2018. The Programme consists of a three-year rotation across key business lines, training and mentorship opportunities to equip you with the skills and experiences to fast track your career. Our aim is to develop Leaders for Social Change.

About you

We are looking for individuals with a strong commitment to social change, outstanding academic credentials, excellent analytical and organisational skills, and a willingness to learn. No prior finance experience is required. We welcome applications from current students in their last year of Undergraduate or Master's degree study, as well as recent graduates.



You will need to show potential in the following areas that will be developed over the course of your programme:

- **Data & analytical skills** – you will need to have an aptitude for financial information and analysis. During the graduate programme you will learn how to create financial and operational models that support our work, drawing from comparable models in the business, social and development sectors.
- **Communication & relationship building** – you will be able to anticipate, support and build relationships within and outside Social Finance. You are able to summarise and disseminate information effectively, have excellent writing, listening and inter-personal skills.
- **Organisational skills** – you document and catalogue your work, are able to prioritise and plan your own work streams, communicate project progress effectively, invest your time appropriately to answer research questions, and formulate consistent and insightful presentations of findings and conclusions.
- **Team work** – you work well in teams and independently, are receptive to feedback and use it to continually improve

About your work here

At any time Graduate Analysts will work on the following types of project within a team which is led by a Director and/or Associate Director:

- **Data analysis and research** – from carrying out data analysis to understand and tackle complex social issues to conducting market research to advise investors on where to deploy capital to generate a social and financial return, for example drawing together multiple data sets to identify which groups of young people are most at risk of long term unemployment.
- **Developing new models for social change** – developing new ways of solving social issues, ranging from financial to service re-design solutions. For example, bringing together service delivery charities to design a new programme of behaviour change to reduce domestic violence.
- **Advisory projects** – assisting social sector and development organisations, and governments worldwide, to create new funding mechanisms and approaches to services. For example, working with Local Authorities to design contracts based on social outcomes to prevent young people going into care.
- **Capital raisings** – supporting social sector organisations to scale their operations and impact by raising debt or equity capital at scale, for example raising a bond to finance the expansion of a non-profit personal loan company.

Our commitment to you

We aim to provide our Graduate Analysts with the skills, knowledge and experience to thrive at Social Finance and enact social change.

Personal development is at the heart of this offer. We have designed a tailored training programme for our graduates, providing a thorough grounding in the key skills required of Analysts across the range of projects we work on. This begins with an induction in your first few weeks, followed by continued training and personal development throughout the three



year programme. To help with career development, you will have one-to-one meetings with line managers, regular performance reviews, and mentorship from colleagues.

Social Finance is a sociable organisation - we regularly schedule optional breakfasts, lunches with colleagues, office drinks and sporting events. We organise events to raise money for different charities, and many staff members volunteer on a regular basis. We offer plenty of opportunities to get out, meet each other and make a difference by doing something, big or small, for others.

Compensation

As well as a competitive salary, Social Finance offers a generous holiday allowance, a contributory stakeholder pension scheme, and 10% additional allowance to spend on other benefits.

To help you fund your pension, further professional education or childcare vouchers we can offer a salary sacrifice scheme. Salary sacrifice is a way to provide tax-exempt benefits to employees. You give up some of your salary in exchange for a non-cash benefit and you save the tax and NI on the salary given up. Social Finance offers childcare vouchers, season ticket loans, bike to work schemes, and Give as you Earn.

Application

To apply for the Social Finance Graduate Analyst Programme please complete our application form and submit with your CV to **graduate2018@socialfinance.org.uk**

Candidates who do not complete the application form will not be considered for this role.

We would be very grateful if you would also complete our Equalities Monitoring Form and return with your application.

Shortlisted candidates will receive a first round interview which will take place over the phone. Successful candidates will be invited to an assessment where you will complete a case study exercise and interviews with several team members. Candidates who are successful at assessment will then have a final stage Director interview. Applicants should be expected to be tested on:

- Critical thinking and problem solving
- Presentation skills and quantitative capability
- Knowledge of Social Finance and the social investment sector

Closing date for applications: 11 March 2018