

SOCIAL FINANCE - ASSOCIATE

About us

Social Finance (SF) is an ambitious not for profit organisation which seeks to improve life outcomes for disadvantaged people and reduce social inequality. We work in partnership with government, funders and the social sector to address entrenched social problems in the UK and internationally. We seek transformation that is both sustainable and scalable and can harness investment where needed.

Founded in 2007, we have developed techniques and tools to rethink ways to tackle social problems. Our compelling approach led to the first ever Social Impact Bond to reduce reoffending in Peterborough. Over the past 12 years, our innovations have expanded beyond the Social Impact Bond and have helped to mobilise over £500m for social change around the world.

We have grown from 2 people to over 100 professionals from diverse backgrounds in the public, private and charity sectors, who all share a passion for making a difference. We are based in Vauxhall, London with sister organisations in the US, Israel, India and the Netherlands, which are part of the Social Finance Global Network. We are regulated by the Financial Conduct Authority.

What we do

We develop models, products and services that are pragmatic and have the scope to drive systemic change to improve people's lives. In the UK, we focus on issues such as housing and homelessness, domestic abuse, mental health, youth employment, learning difficulties, end of life care, loneliness and children on the edge of the care system. Internationally, we design outcomes-based models for issues such as maternal and neonatal health, education and employment.

Our Values

Everyone at Social Finance believes that change is possible. Our unique blend of skills and backgrounds enables us to help create solutions to society's toughest problems. To help us do it, we have three core values that guide everything we do:

Pioneering Spirits

Be ambitious for lasting change and don't stop until social systems truly meet people's needs. Change is hard but by juggling social insight, business flair and practical savvy we make it happen.

Curious Minds

Unearth the evidence, ask awkward questions and don't give up until we get the answer. Through rigorous thinking and learning from others we generate ideas that make a big social impact.

Respectful Hearts

Be all ears, see all angles – we seek to understand, not to blame. We embrace diverse backgrounds to build strong teams and create lasting partnerships for change.

If this sounds like you, then we'd love to hear from you!

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



About the Advisory Team

Our Advisory team works closely with government, funders and enterprises to improve public and social services to deliver better outcomes. We typically work in small project teams to develop solution to defined problems with our clients and partners or seek out partnerships that can help deliver social change. Some projects involve raising investment capital and grants or establishing new social ventures, charities or funding vehicles. As well as developing solutions, we often continue to support our partners during implementation and delivery.

In addition to our focus on outcomes, we have strong data science and growing digital capabilities, which we use to develop tools and insights to inform service design, commissioning decisions, impact reporting and system change. Most team members bring or develop an interest in one or more social issue areas and have specialist skills in finance, public policy, strategy, data science or analytics and 3rd sector delivery that can enrich our offer to our partners. We are currently seeking to grow our expertise in social housing and environmental issues.

Below are some example projects, the questions we sought to ask and what we achieved.

Key question	Outcome
How can central government help departments and local areas to work better with people who have multiple needs and use multiple services?	We helped develop the business case and programme design which secured £46m at the 2020 budget for up to 5,000 people with multiple needs
How can councils support homeless households to find permanent accommodation?	We developed the first council-owned housing company with Enfield Council which invested £120m in over 500 affordable homes for families at risk of homelessness
How can we create better housing options for survivors of domestic abuse?	We designed and launched the Women in Safe Homes fund alongside Big Society Capital
How can a city support the start-up and growth of community businesses?	We designed and launched a £6.5m evergreen fund and peer-to-peer support for socially trading businesses
How can a Local Authority empower people with experience of drug and alcohol addiction to decide how addiction recovery treatment is spent?	We set up a new community-led charity to commission c.£10m of services annually for a local authority
How can a leading UK bank incorporate purpose and social impact into its strategy and practice?	We identified and prioritised social and environmental initiatives, securing investment and influencing their corporate strategy

The Opportunity

Social Finance are looking for an Associate to work in the Advisory Team. You will typically work on 3 to 12-month projects as part of small teams of 2 - 4 people. You will be responsible for defining and delivering your own workstreams on the project, supporting a Director and other team members, ensuring your work feeds into the desired outcome. All team members work closely with our partners and clients. The core skills and competencies you will use are:

- **Systems thinking and research** – conducting primary or secondary research to understand complex social issues, the experiences of people facing those issues, the appropriateness of potential solutions and the policy context; drawing conclusions from imperfect or contradictory data sources.



- **Problem solving** – creating structure amid ambiguity in order to find a clear path through; looking at a problem with a creative lens and suggesting alternative solutions to the norm.
- **Quantitative analysis** – developing appropriate analysis to shed light on a problem or issue; understanding and articulating how robust the data and analysis is; delivering analysis with high accuracy; Excel proficiency.
- **Modelling** – creating financial and operational models to support business cases, investment cases or cost benefit analyses.
- **Giving advice** – making judgements based on evidence and providing clear and supported recommendations that are practical in the real world and compelling to decision-makers from diverse backgrounds (government, investors, service providers in the 3rd and private sectors).
- **Partnership building** – building effective working relationships, both within and outside Social Finance; summarising and disseminating information effectively, with excellent writing, listening and inter-personal skills; demonstrating credibility; listening profoundly and building trust; proficiency in PowerPoint and Word.
- **Teamwork** – working with others both junior and senior to support their work and their development; being receptive to feedback and using it to continually improve; working transparently and collaboratively with clients, adapting to their pace and priorities.
- **Managing multiple projects** – structuring your workload to a budget and timeframe by prioritising and working efficiently; identifying and mitigating risks; managing your workload between multiple projects and multiple clients; participating in the full life cycle of a project from helping land the project to ensuring the learnings are shared internally and externally.
- **Commitment to Social Finance** – thinking through social and ethical responsibilities; demonstrating Social Finance's core values; feeling personal ownership and accountability over your projects; having a passion for tackling social and development problems.

About You

We are looking for someone who has many or all of these attributes:

- **Passionate** about making a difference to entrenched social issues
- Intellectually **curious**, able to quickly understand new issues and new clients
- A **strategic** and creative thinker, able to pull insights from complex information and challenge the status quo
- **Analytical**, with experience of financial and / or data analysis
- Able to work **independently** and apply **structure** to problems to steer a path forward
- **Adaptable** and **resilient** to changing demands and environments, including experience working across multiple projects at once
- **Commercially** aware in order to work to a timeframe and budget and identify potential opportunities with clients
- **Lived experience** of marginalisation or working in marginalized communities, or experience of developing inclusive services
- A natural **collaborator** who can build good working relationships with a variety of internal and external partners
- A strong **communicator** who can share complex information simply and shape thinking around an issue
- **Patient**, kind and solicits diverse contributions both internally and externally



Social Finance is seeking diversity of experience and alternative perspectives. We are looking for candidates from variety of professional backgrounds and a passion for social change.

Our Commitment to You

Personal development is at the heart of the Social Finance offer. Every employee has a range of support in place, a buddy to help settle within the Company, a Line Manager to support you in your career progression and the opportunity for a Mentor to guide your career. We'll support your development with training, so you can add to your skills or relevant professional qualifications.

As well as a competitive salary within the band of £40,000 - £50,000 (dependant on experience and sector), Social Finance offers a contributory stakeholder pension scheme, plus an uplift in salary allowance to spend on other benefits. We also offer season ticket loans, bike to work schemes and Give as you Earn via salary sacrifice.

Encouraging community and wellbeing is important to us. Whilst recognising that time in the office is valuable to building relationships and fostering community, Social Finance are also open to a range of flexible working options to support our people. We have also recently developed a health & wellbeing plan to encourage better working practices for individuals.

Diversity and Inclusion

We need a diverse organisation to be effective. Our work requires us to bring together people with a broad range of skills and life experiences to ensure our impact across a range of social issues and systems. We are committed to having an inclusive culture and working environment in which everyone feels at home and is supported to achieve their potential. We know there is further to go and are implementing a Diversity and Inclusion strategy with a group of external experts to hold us to account.

We actively encourage applications from under-represented and minoritised groups, including those with lived experience of the social issues we are working to address. We are an equal opportunities employer.

How to Apply

Use the Social Finance application portal (link below).

This portal uses [Applied](#) to counteract unconscious bias in our hiring – helping us to do a better job of spotting talent where it doesn't come with the trappings of privilege. We will shortlist candidates based on their answers to situational questions which aim to give us a sense of how you would approach the type of challenges we expect the successful candidate to take on. Most people find that answering those questions takes them about two hours.

Should you require any reasonable adjustments to allow you to attend an interview, please highlight this when you are invited.

Closing date for applications: 11.59pm - 15 December 2020

<https://app.beapplied.com/apply/yagjxpykiy>