

ASSOCIATE DIRECTOR – IMPACT INCUBATOR

About us

Social Finance is a not for profit organisation working in partnership with government, funders and the social sector to achieve sustainable social impact at scale. We are a leading social investment intermediary and a centre of innovation in addressing social issues in the UK and beyond. We have grown from 2 to 80 people in London over the past 11 years. We have sister organisations in the US, Israel, India and the Netherlands.

Social Finance develops sustainable models to drive social change for issues such as homelessness, unemployment, mental health, learning difficulties, education, health challenges and vulnerable children. Internationally, we design outcomes-based models for issues such as maternal and neonatal health, education and employment.

Since we started our innovations, including the Social Impact Bond, have mobilised over £500m for social change. More information can be found on our website www.socialfinance.org.uk

The opportunity

The Impact Incubator is an exciting collaboration with leading UK foundations (including the Big Lottery Fund, Comic Relief, Tudor Trust, Esmée Fairbairn, Treebeard Trust and Paul Hamlyn Foundation). Our ambition is to transform outcomes for some of the most entrenched social issues of our time. Together we develop, deliver and scale new models and approaches with the potential to drive lasting, systemic change that can transform the lived experience of the people affected.

Our partnership enables us to commit over the long term to issues, and to date we have focussed on six areas of work:

- Perpetrators of Domestic Abuse – in February 2016 we launched Drive with our partners Respect and SafeLives, creating a new model that works with high-risk perpetrators of domestic abuse. Building on initial successes we have started to scale the Drive model into new areas of the UK, it was cited in the 2018 DVA bill consultation. We are using the learnings from Drive to develop a strategy for impact at scale.
- Black mental health inequalities - in 2017 Black Thrive launched. This is an innovative ‘Collective Impact’ partnership which empowers communities and brings them together with statutory services to co-produce and deliver transformative improvement in the experience of black people and their mental health and wellbeing. The model is operational in Lambeth and we are sharing learning and developing a strategy to spread this work to other areas.
- Young people leaving care – we have established LeavingWell, which is creating a digital tool to empower young people in their transition out of care. Using an agile development process, our in-house digital team started development in 2017 in partnership with pathfinder local authorities. The tool is now operational, with plans to develop into a sustainable social enterprise that will operate nationally.
- Refugee integration – in 2018 we launched a new charity, Reset. This aims to accelerate the growth of community-led refugee resettlement in the UK, working in partnership with the largest refugee agencies and with key faith and civil society bodies. In addition, we are developing ways in which outcomes-based financing can unlock funds and investment to support integration efforts, with pilots in development.
- Young people excluded from school – following extensive research through 2018 we are testing models to unlock early intervention funding, drawing initially on longitudinal data analysis in



partner local authorities that will commence in early 2019 and collaborations with key innovators in the alternative provision space.

- Equality in access to justice – again following significant research in 2018 we are shaping a response that better triages those in need of support, working closely with statutory and voluntary sector providers in an area.

To date, the Impact Incubator has mobilised over £19m of funding in support of the work developed.

About the job

The Associate Director position is a senior leadership role in the Impact Incubator team of 20 individuals. It is an exciting opportunity for an experienced leader who believes that change is possible and wants to drive long-term change to some of the UK's most entrenched issues. The role will entail day-to-day leadership and project management of social issue work streams, with strategic support from a Director. The Associate Director will lead a number of projects with dedicated project teams.

The Associate Director will operate with significant responsibility to identify opportunities, create the partnerships and responses required and then deliver them. Practically this means they will lead and coach the team to:

- Undertake action research into a social issue, codifying and synthesise findings into themes and conclusions about the nature of the social issue and barriers to change
- Build relationships with multiple stakeholders such as charitable foundations, charities, government officials, people with experience of the issue or academics
- Bring together strategic partners to develop models for change
- Present findings and test hypotheses with key stakeholders
- Be creative in identifying or making opportunities for change and seizing those opportunities
- Develop new business models and business plans with the potential to deliver sustainable scalable impact, drawing on knowledge of comparable models from other sectors/ markets
- Develop financial models linked to the operating model developed
- Create a coalition of support behind the response
- Create the pitch and help secure implementation funding (investment, government or philanthropic)
- Drive the mobilisation of the responses developed, working with and through partners
- Identify routes to sustainability and scale, and continue to shape initiatives to spread impact

Skills and Experience

We are looking for candidates with the following skills, approach and experience:

- Credibility:
 - Authenticity in engaging with the social issue – able to win the trust of frontline practitioners and funders through your approach to and understanding of their work and the people they support. This may come from your prior frontline experience, volunteering or own lived experiences.
 - Genuine social motivation - a strong commitment to social change and a track record of tenacity in delivering impact
 - Willingness to partner with those with lived experience of the issues we address and a desire to ensure our work remains focussed on people
- Relationship building:



- Deep listening, empathy to be where someone is, not driving your agenda, building deep relationships of trust, the ability to be able to ask the right questions, ability to build networks and credibility within a sector
- Effective communication skills at all levels.
- Track record in building successful relationships and partnering with multiple and diverse stakeholders.
- Strategic thinking:
 - Drawing on strong social research skills, be able to quickly synthesise and summarise key themes on unfamiliar topics. Able to see ahead, bring a broad perspective and knowledge and establish themes.
 - Able to think entrepreneurially to create breakthrough strategies and plans and articulate a compelling, credible vision
 - Experience of producing innovative solutions to complex problems.
- Agility:
 - Joining the dots – able to understand what different stakeholders want and find a route to a step change in impact through that;
 - Creating and identifying opportunities to realise plans – remaining appropriately pragmatic, seeing where the money is, identifying or creating a route to implementation
 - Able to draw on strong financial modelling skills to make the business case, adapting to different audiences or priorities
 - Proven experience of securing money, income or business
- Persistence:
 - Delivery focussed: able to draw on strong project and risk management experience to work through uncertainty and ensure progress
 - Able to manage flexible, high performing teams, developing people and keeping them motivated even where the way forward is less clear
 - Track record that demonstrates a relentless focus on making things happen and delivering change

About you

This is exciting but challenging work. It requires a proven leader, comfortable in forging new partnerships and able to make things happen. We are looking for individuals who:

- Have an entrepreneurial spirit and able to spot/ create opportunities.
- Are highly proactive and comfortable with ambiguity.
- Are able to think ambitiously and creatively.
- Challenge and question the status quo with a goal of driving and embedding lasting change
- Are self-starters; able to keep the momentum going within a project through creating deadlines for themselves and the team.
- Work with humanity and identify the strengths within all of those we work with.
- Have a strong commitment to social change and an ambition to address some of the most entrenched social issues in the UK.

We are therefore seeking someone with significant leadership experience who can likely draw on knowledge of or a history of working within a blend of sectors including charity, foundations, local or national government, community organising, banking, finance or consulting.



Our commitment to you

As well as a competitive salary, commensurate with the social investment sector, Social Finance offers a contributory stakeholder pension scheme, plus an uplift in salary 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. Social Finance offers childcare vouchers, season ticket loans, bike to work schemes and Give as you Earn.

Social Finance is a sociable organisation - we regularly schedule 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.

Application

Interested candidates should send a CV and covering letter detailing their interest in working at Social Finance highlighting relevant experience to:

impactincubator@socialfinance.org.uk

All candidates should include a covering letter, if not included your application will not be considered.

All applicants are welcome.

Closing date for applications: 3rd February 2019

This post is funded through the Impact Incubator's partnership with UK foundations. This includes funding from the Big Lottery Fund, Comic Relief, Tudor Trust, Esmee Fairbairn, Treebeard Trust and Paul Hamlyn Foundation.

Social Finance is an equal opportunities employer