

## SOCIAL FINANCE

### EXPERIENCED ANALYST, BASED IN LONDON

#### 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 results-based models for issues such as maternal and neonatal health, education, employment and essential household services delivery.

Since we started 11 years ago, our innovations, including the Social Impact Bond, have mobilised over £500m for social change

#### What are our goals and our values?

1. Achieving social impact and embedding change is at the heart of what we do.
2. We don't just think, we put our work into practice, with a drive to action and implementation.
3. We apply financial, analytical and digital tools to deliver sustainable social impact at scale.

More information can be found on our website [www.socialfinance.org.uk](http://www.socialfinance.org.uk).

#### The Role of Analyst

Social Finance is an entrepreneurial forward-thinking company, looking for high performing experienced Analysts to work flexibly across our different business areas. This is an exciting opportunity for those interested in driving social change.

We are looking for individuals who are:

- Passionate about making a difference
- Intellectually curious
- Innovative, disruptive thinkers, who can think 'Out of the Box'
- Self-motivated and adaptable and confident to work independently
- Team players who can build good working relationships with a variety of internal and external partners

We work at the intersection of data, digital, investment and public services, and ask questions like:

- How should the government use data and digital to support its citizens?
- How do you design services that can respond to changing user needs?
- How do you align financial success with social impact?
- And, how do you avoid introducing ethical, social, or cultural bias into solutions and services?



### About your work here

Analysts will work on the following types of projects alongside a Director or Associate Director and Manager:

- **Advisory projects** – assisting social sector and development organisations, and governments worldwide, to create new funding mechanisms and approaches to services which are designed to deliver positive social outcomes. For example, Social Finance’s ‘Social Impact Bonds’ that align government and non-government investment around concrete social outcomes.
- **Developing new models for social change** – developing new ways of tackling social issues, ranging from financial to service re-design responses. For example, our Impact Incubator brings together charitable Foundations’ expertise in tackling social issues and Social Finance’s ability to develop sector-wide partnerships and implement new social business models. Our ambition is to launch “game changing” models for delivering impact in areas of acute social need.
- **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 developing practical guides to social investment.
- **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.

### About you

You should have 2-3 years’ experience from any of the following: strategy consulting, accountancy, investment or development banking, the charity or public sectors, or international development.

We expect that you will bring the following values, skills and experience:

- **Data & analytical skills** – you have solid analytical skills to conduct analysis independently. You have attention to detail and quality control your own work to produce accurate and reliable outputs in PowerPoint, Excel and Word. You can create financial and operational models that address underlying problems, drawing from comparable models in the business, social and development sectors.
- **Communication, stakeholder management & relationship building** – you make effective contributions in external meetings and are able to anticipate, support and build credibility and effective working relationships, both within and outside Social Finance. You are able to summarise and disseminate information effectively, have excellent writing, listening and inter-personal skills.
- **Project management** – 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.
- **Leadership & team work** – you are a team player and also have the ability to work independently, are receptive to feedback and use it to continually improve, and are able to effectively lead small groups and represent Social Finance.
- **Problem solving** – you have the ability to look at a problem with a creative lens and suggest alternative solutions to the norm.
- **User Research & Design Thinking** – you have the ability to plan, design and implement user research strategies to understand service users and their needs. Synthesising research data to build clearer pictures of potential service users to feed into project/product design.
- **Commitment to Social Finance** – you are able to think through social and ethical responsibilities, demonstrate Social Finance’s core values, feel personal ownership and accountability over your projects, cope effectively with change and have a passion for tackling social and development problems.



## 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, 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.

## Compensation

Competitive salary, commensurate with experience and sector.

## Application

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

**[expanalyst@socialfinance.org.uk](mailto:expanalyst@socialfinance.org.uk)**

All candidates should state in their application whether they have the right to work in the UK or require a visa. If you do not explicitly state this your application will not be considered.

All applicants welcome.

**Closing date for applications: 30 November 2018**

***Social Finance is an equal opportunities employer***