

SOCIAL FINANCE – MANAGER

About us

Social Finance (SF) is an ambitious not for profit organisation which seeks to drive social change. We work in partnership with government, funders and the social sector to tackle 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 developed techniques and tools to rethink ways to tackle social problems. Our compelling approach led to the first ever Social Impact Bond in Peterborough. Over the past 12 years, our innovations, including Social Impact Bonds, have helped to mobilise over £500m for social change, in over 24 countries 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, as 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 homelessness, domestic abuse, mental health, learning difficulties, loneliness and vulnerable 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 create breakthrough 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 right 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 more.

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



About Health & Employment Partnerships and the Impact Incubator

Health and Employment Partnerships (HEP)

More than 3.5 million disabled people are out of work. Our Health and Employment Partnerships (HEP) initiative aims to make a major impact on the employment rates of disabled people and those living with health conditions and transform thousands of lives in the process.

Over the past four years, the HEP team has played an important role in growing high-quality models to support people with health issues into paid employment. Working with others, we designed, launched and continue to manage the world's first social investment-backed programme to help people with mental health issues into work; supported the West Midlands Combined Authority (WMCA) to design, mobilise and manage one of the largest health and work trials globally; and led a consortium of experts to launch a national programme supporting mental health and employment services across the country.

We have a small leadership team with the ambition, capacity and capability to develop and deliver on incredible new opportunities for impact while ensuring the financial sustainability of the organisation.

The Impact Incubator (II)

The Impact Incubator is an exciting collaboration with leading UK foundations (including The National Lottery Community Fund, Comic Relief, Tudor Trust, Esmee 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. We are also active in exploring, capturing and disseminating the learning that flows from working towards changing systems.

Our partnership enables us to commit over the long term to issues, and are currently developing new strands of work in addition to our existing areas of focus:

- Perpetrators of Domestic Abuse – alongside partners Respect and SafeLives we launched a new model called Drive, which we are using to drive a wider programme of change.
- Black mental health inequalities – we helped launch and are actively involved with Black Thrive, a partnership to put black people at the heart to tackling racial injustice.
- Young people leaving care – we created and are scaling LeavingWell, a digital tool to empower young people in their transition out of care and focus on relevant outcomes.
- Refugee integration – we created and support a new charity, Reset, to scale community-led resettlement, and are developing outcome-based financing approaches for integration.
- Maximising access to education – we are supporting those at risk of exclusion by co-producing new models in two areas, backed by data driven insight and local partnerships.
- Violence Impacting Young People – we are working in partnership with key funders to develop a place-based approach to drive innovation which puts young people at the centre.



The Opportunity

We are seeking up to two Managers to work flexibly across the organisation, in particular to support two of our key business areas: Health and Employment Partnerships (HEP) and the Impact Incubator (II).

The key responsibilities of the role will be:

- **To refine and execute our strategy** by generating new ideas for impact, converting these into tangible opportunities, and making them happen in practice. You will expand our thinking by making creative links and staying close to the innovations being tested in the UK and elsewhere. You will also take a disciplined approach to filtering for the opportunities that we can mostly effectively pursue;
- **To forge deep and constructive partnerships** with experts, delivery providers, national and local policymakers, voluntary sector organisations, people with lived experience, and other key stakeholders. These partnerships could involve providing advice, managing programmes, or supporting innovative financing models;
- **To play a leading role in building the business** by helping identify and secure exciting and ambitious opportunities where we can make a transformative impact while sustaining ourselves financially. You will support us to explore a range of funding models to underline our business model. These could range from ad hoc advisory and operational improvement work to long-term strategic partnerships to grant or other philanthropic funding.
- **To play an active role in supporting the management of the team**, working with Directors to conduct financial and operational planning activities, refine the strategic plan, manage team resourcing and recruitment, and lead or support other management activities.
- **To deliver on projects**. Alongside your development activities, you will need to take charge of live projects. This will involve managing teams of Social Finance analysts and associates to ensure project deliverables are completed on time and within budget. Projects may include developing place-based work in partnership with local communities, strategic analysis for government commissioners, designing new approaches, operationalizing new models or working to help existing providers and partners improve, programme management, performance and contract management, or other work undertaken to achieve our objectives.
- **To support wider business-building activities** within Social Finance. These could include planning and running events; writing or managing the creation of reports or other publications or marketing materials; supporting recruitment and training activity; and leading or supporting other business-building activities.

While most of your work will be focused within either the Health and Employment Partnerships team or the Impact Incubator team, you may from time to time be required to undertake projects or other activities for Social Finance more broadly.

About You

Given ambitious plans to grow our impact, we are looking for someone who can enhance our team, bringing a combination of passion for social change and the ability to take ideas and relationships and develop these into practical projects.

You might come from a private, public, or social sector background - ideally, you have spent time in more than one sector. No specific sector experience is necessary, though knowledge of the health system, employment interventions or the voluntary sector is a plus. We will look to see:

- **A commitment to social change** through your core work history or experience of volunteering or engaging with charities or other social organisations;



- **Ability to think creatively and strategically.** You will be entrepreneurially minded, and will be able to generate new ideas, and help convert them into tangible opportunities, and then make them happen in practice. You will take a structured approach to solving problems and will have a high tolerance for ambiguity;
- **Ability to build relationships.** We are a partnership business that succeeds through the strength of our relationships with a wide range of public, philanthropic, private, and social sector bodies. You will need to show that you have built outstanding relationships with a range of different individuals and organisations, including at the most senior levels, and that these have led to social impact and/or commercial success. Ideally, you will bring with you valuable existing relationships and networks that you can immediately put to work to advance our goals;
- **Ability to develop new business opportunities.** You will have a track record of leading or supporting business development activity that has opened up new opportunities and generated income for your organisation;
- **Managerial and leadership experience.** We are a small team that needs to both build a pipeline of new projects and deliver on existing ones. You will have experience managing projects to successful delivery. You will have managed mixed-tenure and mixed-skill teams. You will also be able to show impressive leadership in your work or outside interests, whether by driving new initiatives or delivering positive change in a difficult environment;
- **Technical competence.** This role is not primarily analytical or technical. However, Social Finance is a data-driven organisation that prides itself in its ability to work with large or otherwise challenging data-sets, complex procurement regulations and legal structures, and innovative financial models and payment structures. We expect you to be competent in standard Microsoft software (Word, Excel, Outlook, Powerpoint), analytically-minded, and either experienced in or willing to learn about procurement, contracting, and finance;
- **Shared values:** Though sector-specific experience is not required, we have a passionate belief that helping people to achieve appropriate employment can transform their lives. We hope you will share this, as well as our other core values;
- **Around 5-10 years of work experience,** the typical range for our Manager level, but we won't rule out applicants based on years of work alone.

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 £50,000 - £60,000 (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 value diversity and believe that our people require a range of skills and life experiences to further 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 welcome applications from underrepresented and minoritised groups, including those with lived experience of the social issues we are working to address. We are an equal opportunities employer.

Application

All applications should be registered via the Be Applied platform which can be accessed [here](#).

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

Closing date for applications: 29 November 2020