



Social Finance Limited Tintagel House, 92 Albert Embankment, London SE1 7TY
T +44 (0)20 7770 6836 W socialfinance.org.uk

SOCIAL FINANCE ANALYST PROGRAMME

About Social Finance

We are an ambitious not for profit group organisation aiming to achieve lasting social change that enables people to lead fulfilling lives. We collaborate with governments, funders, community organisations and the wider social sector to create breakthrough solutions to challenging social problems in the UK and internationally.

Founded in 2007, our team shares a passion for social impact and includes over 100 employees with a blend of experiences from the public, commercial and voluntary sectors. Our people bring a unique set of skills in digital, data, research, operations, policy, facilitation, and financial analysis that is highly valued by our partners in social change. 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



The Social Finance Analyst Programme

The Social Finance Analyst Programme is open to all applicants who have up to 1 year's work experience or are higher education leavers looking for their first role.

Social Finance is an entrepreneurial, forward-thinking organisation looking for the next generation of social innovators to start their journey on our Analyst Programme in Autumn 2021. The Programme is c. three years in duration and consists of a minimum of 2 rotations across business lines. Training, both on the job and in group settings, coaching and mentorship opportunities are used to equip you with the skills and experience required to build your career.

We are looking for individuals who are:

- Passionate about making a difference
- Intellectually curious
- Innovative thinkers, willing to challenge the status quo
- Self-motivated, 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 public services, user data, digital tools, and philanthropic and private investment, and ask questions like:

- Where should governments, donors and philanthropy focus their efforts to improve society?
- How do you design public services that can respond to changing user needs and stay focused on meaningful outcomes?
- How can data and digital tools be used to support better decision-making?
- How do you align financial success with social impact?
- How do you avoid introducing ethical, social, or cultural bias into solutions and services?

You will need to show potential and interest in the following areas, which will be developed over the course of the programme. You are not expected to arrive with a full skillset, as you will be supported to learn:

- **Data & analytical skills** – you have an aptitude for numerical information and analysis, including the ability to collect, gather and analyse information. You show attention to detail and can quality control your own work to produce accurate and reliable outputs in PowerPoint, Excel, and Word. During the programme, you will learn how to create the financial and operational models that support our work, drawing from comparable models in the business, social and development sectors.
- **Problem solving** – you are able to look at a problem creatively and suggest alternative, viable solutions.
- **Project management** – you can document and organise your work, are able to prioritise and plan your own work streams, communicate project progress effectively, and invest your time appropriately to create high-quality products and meet deadlines reliably.
- **Communication & relationship building** – you have excellent writing, listening and inter-personal skills, can summarise and share information effectively. You are able to develop insightful presentations of findings and conclusions. During the programme, you will learn how to establish, support, and build strong relationships within and outside Social Finance.
- **Teamwork** – you work well in teams and independently, are receptive to feedback and use it to continually improve.
- **User Research & Design Thinking** – you can design, coordinate, and implement research plans to understand service users and their needs. You can synthesise research data to build clear pictures of potential service users to feed into project/product design.



About your work here

As an Analyst, you will work on various types of projects, supported by a more senior member of staff. Social Finance aims to create social change in partnership with like-minded organisations, and we use various avenues to do this:

- **Systems thinking and design** – developing innovative and long-lasting ways of solving social issues, ranging from new funding models to policy approaches, to service re-design solutions. For example, we have brought together several front-line charities to design a new programme of behaviour change to reduce domestic violence that is being scaled with support from the Home Office.
- **Data analysis and research** – from carrying out detailed data analysis to understand complex social issues, to conducting market research to advise investors on how they can generate a social and financial return, to helping government use their data effectively to make better decisions. For example, we draw together multiple data sets to identify which groups of young people are most at risk of poor long-term outcomes, such as unemployment, and use our conclusions to influence policy.
- **Advisory work** – assisting social sector and development organisations, and governments worldwide, to create new approaches to services and innovative funding mechanisms to underpin them. For example, we work with Local Authorities to design contracts based on the achievement of social outcomes to prevent young people going into care.
- **Market building** – from developing national strategies to creating and developing Social Impact Bond (SIB) markets, to designing knowledge platforms that support the sharing of learning, to building the capacity of other players in the market to help replicate our work. For example, we work with governments and donors all over the globe to help create outcome-focused funds to improve the quality of primary and secondary education.
- **Operational support** - Individual Placement and Support (IPS) supports people with serious health difficulties to find and keep a job in an area that they are passionate about. We are working with NHS England to expand the number of people who have access to high quality IPS. We provide hands-on operational support to services, create, and deliver free training and develop tools to help providers monitor their own performance.
- **Fund management** – from supporting the development of an investment pipeline and carrying out due diligence on potential investments, to monitoring the performance of existing investments and supporting investees achieve their targets. For example, we manage a social investment fund in the health & care space which invests in social enterprises and projects with the aim of improving community health and wellbeing.
- **Partnership building and relationship management**- from working with frontline delivery partners, to coordinating with a range of local authority partners, to bringing together diverse sets of funders and investors. For example, through a collective impact model, the Black Thrive initiative is bringing together the council, health commissioners, charities, and community groups in Lambeth to tackle high rates of mental illness amongst the local black community.



Our Commitment to You

Social Finance offers a range of training and development support, using both in-house expertise and external partners to develop and deliver our training programmes. Alongside the Project Managers you work with day to day, your Line Manager will support you in your career planning and personal development. All new staff have a buddy in place to help them learn about life at Social Finance.

The fixed starting salary for this programme is £27,000 per annum. We offer a generous holiday allowance plus bank holidays and corporate leave between Christmas and New Year when the office is closed. We also offer a contributory stakeholder pension scheme, plus an uplift in salary allowance to spend on other benefits, season ticket loans, bike to work schemes and Give as you Earn via salary sacrifice.

Encouraging community and wellbeing is important to us. We have a health and wellbeing plan to encourage better working practices for individuals. Social Finance is a disability confident committed employer as well as a founding signature of the UK social investment sector's Diversity Forum manifesto.

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 minoritized groups, including those with lived experience of the social issues we are working to address. We are an equal opportunities employer.

We support a range of flexible working options and UK based welcome applications from outside of London/the South East. We can also accommodate secondments and part-time working.

Application

Social Finance are using [Applied](#), a new application platform developed by the Behavioural Insights Team, to record your application. Applied is focused on using behavioural and data science to improve hiring decisions and minimise unconscious bias in the recruitment process. You will be asked to respond to four situational based questions which will allow you to express your ability.

Your answer to each question will be viewed in isolation. Please therefore ensure there is enough detail in that single response, without any references to your other responses.

NB: Whilst we are asking for your CV, please note that we will not be viewing your CV during the initial sift process. The selection panel will not have access to your CV, so it is therefore essential that you respond to each question fully.

To begin your application, please click [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: 1pm - Wednesday 12 May 2021