

SOCIAL FINANCE ANALYST PROGRAMME

About us

Social Finance 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 we can harness investment where needed to multiply our impact.

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 in Peterborough. Over the past 11 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 90 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.

What we do

We develop models, products and services that are both 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 problems, 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, water and sanitation, education and employment. We apply financial, analytical and increasingly digital tools to solve problems, combining professional rigour and discipline with humanity and humility. We have developed a deep understanding of social issues and strive to put the people we are trying to help at the centre of what we do. We are entrepreneurial and curious; we value ambition, integrity, respect, tenacity and humility. We understand the value of partnership and embed it in all the work that we do.

More information 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 a university degree or equivalent professional experience, working in research, analysis, field-work, operations or finance, whether in the public, private or charity sector, as an employee or an apprentice.

Social Finance is an entrepreneurial, forward-thinking company looking for the next generation of social innovators to start their journey on our Analyst Programme in autumn 2019. The Programme is ca. three years in duration and consists of a minimum of 2-3 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?
- And, 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, and 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.
- **Team work** – 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 create and develop 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

We aim to provide our Analysts with the skills, knowledge and experience to thrive at Social Finance and achieve social change.

Personal development is at the heart of this offer. We have designed a tailored training programme which provides a thorough grounding in the key skills required of Analysts across the range of projects we work on. This begins with an induction in your first few weeks, followed by regular training and personal development opportunities throughout the three-year programme. To support your career development, you will have one-to-one meetings with your line manager, regular performance reviews, and mentorship from colleagues.

Social Finance is a sociable organisation - we regularly schedule optional breakfasts, lunches with colleagues, office drinks and other social events. We 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

As well as a competitive salary, Social Finance offers a generous holiday allowance, a contributory stakeholder pension scheme, and a 10% additional allowance to spend on other benefits.

To help you fund your pension, further professional education or benefit from childcare vouchers, we can offer a salary sacrifice scheme. Salary sacrifice is a way to provide tax-exempt benefits to employees. You give up some of your salary in exchange for a non-cash benefit and you save the tax and NI on the salary given up. Social Finance offers childcare vouchers, season ticket loans, bike to work schemes, and Give as you Earn.



Application

To apply for the Social Finance Analyst Programme please complete our application form and submit with your CV to **analystprogramme@socialfinance.org.uk**

Candidates who do not complete the application form will not be considered for this role.

We would be very grateful if you would also complete our Diversity Monitoring Form and return with your application.

Shortlisted candidates will have a first-round interview, which will take place over the phone. Successful candidates will be invited to an assessment, where they will complete a case study exercise and interviews with several team members. Candidates who are successful at assessment will then have a final stage interview, generally with HR. Applicants should expect to be tested on:

- Critical thinking, problem solving and numerical abilities
- Presentation and communication skills
- Knowledge of Social Finance and the social investment sector

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

Closing date for applications: 6 May 2019

Social Finance is actively looking to broaden the diversity within our organisation, to mirror the diverse populations that we work with and for. We encourage candidates with a range of work and life experiences to apply.