



**Social
Investment
Scotland**

JOB SPECIFICATION

Head of Impact

APRIL 2019

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Head of Impact

SALARY

£45-50k

RESPONSIBLE TO

Deputy CEO

LOCATION

Edinburgh, with flexibility

CONTRACT TYPE

Permanent and full time, with some flexibility



Social Investment Scotland

Our values

- Purpose: we are purpose driven- we are committed, innovative and impactful;
- Integrity: we do what we say- we are reliable, honest and consistent;
- Unique: We embrace the power of difference- we are inclusive, open and ethical;
- Partnership: We grow strong partnerships- we are collaborative, confident and respectful.

About us

Social Investment Scotland (SIS) are a social investment finance intermediary (SIFI) operating across Scotland and beyond. Our mission is 'to connect capital with communities, to make a real, measurable and sustainable impact upon peoples' lives.'

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This connection happens in two ways. We help social enterprises and mission driven businesses access the finance and support they need to support delivery of their own missions; and we support a growing community of social investors- looking for both a financial and a social return on their investment- access opportunities.

Purpose of role

As the scale and profile of our activity grows in line with our ambitious strategy, we know that clear and credible impact information is vital not only for the future of our own work but as the wider social enterprise sector continues to grow in importance and profile. We want to increase our capacity by putting social impact management at the heart of what it is that we do whilst also reporting to and engaging with our growing community of investors.

SIS are now looking to hire a Head of Impact, a new post as part of the leadership team that will be responsible for the development of our first impact strategy alongside our wider strategic objectives. This will involve working across the organisation to evolve the definition of SIS's impact, set impact goals, build an evidence bank from our activities and lead efforts to communicate our impact to a diverse group of stakeholders and partners.

This is an exciting opportunity to work at an influential level within an exciting and leading organisation, playing a part in the next phase of our growth.

Responsibilities will include

Strategy

The design and development of SIS's social impact strategy aligned with the wider strategic objectives of the group. This will be developed in line with both the SIS executives and non-executives.

A group wide strategic refresh exercise will take place during 2019 and this impact strategy will be an important enabler of the aims and ambitions of the group.

Provide impact led input to the development of new proposals and propositions in line with this strategy.

Approach

Review existing processes and systems for defining, assessing and reporting social impact at SIS, across a wide range of funds for a diverse group of investors.

Work closely with key stakeholders, and in particular Big Society Capital, to embed preferred impact management techniques for the Social Growth Fund.

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Design approaches to gather, analyse and utilise impact evidence for newly developed SIS funds.

Engagement and communications

Work with colleagues on the design and development of annual impact reporting.

Work with key sector stakeholders to support their understanding of impact measurement tools and techniques.

Share learning both internally and externally via case studies, online channels and in person to inform evidence based approaches to social investment.

Work with a wide range of stakeholders and partners across the social investment and social enterprise sectors.

Investments

Provide internal consultancy support to colleagues and help them understand, articulate and present the impact of new investment propositions as part of the due diligence process.

Candidate requirements

An understanding of social issues and the operating environment of charities and social enterprises, setting the context for this work.

Strong strategic and analytical skills, and in particular the ability to make sense of complex information from a range of sources.

Experience of developing and leading the implementation of new strategies, engaging with internal and external stakeholders to ensure buy in.

Ability to develop and execute delivery plans aligned with these strategies.

Strong communication skills for example the ability to produce and deliver high quality oral presentations and produce high quality written outputs e.g. reports and responses to consultations.

A collaborative style with the ability to lead and influence beyond authority across the organisation, including with the board of trustees.

Experience of designing and implementing approaches to measuring and managing social impact with familiarity of both qualitative and quantitative research methodologies.

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Benefits of working at Social Investment Scotland

We will ask a lot of successful candidates- but in return working life at SIS offers:

- The privilege, and responsibility, of working for a leading organisation with an ambitious mission.
 - A range of formal and informal training and learning opportunities.
 - A competitive salary and benefits package that is regularly benchmarked against similar organisations and that includes a contributory pension plan, child care voucher scheme, generous annual leave entitlement and other benefits.
 - Flexible working arrangements.
 - The chance to work with exceptional colleagues who lead by example and provide a source of support and encouragement.
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How to apply

Apply here: <https://app.beapplied.com/apply/b7uzialfhs>

We are trialling blind recruitment. You will be redirected to BeApplied, a social enterprise and fair recruitment platform, to submit your application. Good luck.