

# Wanted: Associates/Senior Associates in Impact-Linked Finance (m/f/d)

Roots of Impact is growing, and we have ambitious plans for the future. Are you passionate about driving positive change through effective impact finance? Are you eager to work in an agile and dynamic impact enterprise? If so, we invite you to join our dynamic, multicultural team! We are looking for experienced finance and impact specialists to join our Transaction Management & Consulting (TMC) team.

## Roots of Impact: Impact. Valued. Rewarded.

[Roots of Impact](#) is a manager of catalytic capital. As a pioneer in Impact-Linked Finance, we believe in aligning capital with incentives to drive change for people and the planet. Our mission is to empower entrepreneurs to achieve impact at scale by managing innovative funds, providing quality advisory and education, and building the field for Impact-Linked Finance. We are based in Frankfurt (Germany), with hubs in Berlin (Germany) and Cape Town (South Africa) but are open to exploring remote work options within a similar time zone.

## We're looking for smart and impact-driven collaborators at different seniority levels!

The TMC (Transaction Management & Consulting) team manages transactions in a variety of sectors (including agriculture, off-grid energy, healthcare, WASH, and vocational skills development), and in various regions such as Central and South America, Asia, and Africa. The main responsibilities of the team include:

- Implementing Impact-Linked Finance funds, programs and transactions
- Managing external consulting mandates for partners (interested in) implementing Impact-Linked Finance
- Supporting the development, management and scaling up of a digital workflow platform from a content perspective
- Developing innovative tools, processes and instruments to further strengthen the Impact-Linked Finance practice

## Skills we value:

- A (post-graduate) degree in finance/business/international development or equivalent training/life experience
- Relevant professional working experience, particularly in (impact) investing/ finance/ social entrepreneurship/ business, financial and impact data analysis. Financial modelling experience is a plus
- Excellent written and verbal communication and presentation skills in English
- Ability to work under tight deadlines while delivering high-quality work
- A "people person" with excellent interpersonal skills and team spirit
- Sound problem-solving, organizational and project management skills
- Curiosity, drive, and confidence in working in a diverse, largely remote cultural context and team
- Experience in off-grid energy, ag-tech, health-tech, WASH, responsible consumption and production, is a plus
- First-hand experience of living/working/traveling in developing countries and working for or with social enterprises is a plus
- Fluency in other languages is a plus



## What we offer:

- **A phenomenal team:** We are a diverse, multicultural team of interesting, driven self-starters who are passionate about the work we do.
- **A personal growth mindset:** We strive to create an enabling and uplifting environment, with bespoke personal development opportunities, cross-team collaboration, and an internal 'skills marketplace' to ensure we're unlocking the best opportunities for our team members.
- **A remote-but-connected office:** With colleagues all over the world, we've put a lot of thought into staying connected despite the distance. Opportunities to connect, get to know each other, and collaborate are built into our regular work week, so that we always feel close by, regardless of where we are on the planet.
- **In-person team events:** Our regular team events ensure that we have the opportunity to engage and tackle the big questions in real life, after catching a sunrise hike or checking out an inspirational art exhibit together.
- **A people-centric culture:** We want our team to thrive in all aspects of their lives, so we offer a generous leave package, flexible work hours, contributions towards gym membership, and home-office setup support.
- **A comprehensive onboarding program:** We want all our new employees to feel at home. Our structured onboarding program, complete with a dedicated 'onboarding buddy', ensures that your orientation to the Roots of Impact team is as smooth as possible.
- **Location-specific benefits:** For employees based in Germany, we also offer Kita Support (Zuschuss Kinderbetreuungskosten).



For more about Roots of Impact as an employer, check out our [Employer Spotlight Session with ImpactFinancePro](#).

## How to apply:

We look forward to receiving your application. Please email the following items to [talent@roots-of-impact.org](mailto:talent@roots-of-impact.org), indicating "(Senior) Associate TMC" in the subject line:

1. Your CV
2. Your cover letter, including a) salary expectations, b) proposed place of residence\*, c) preferred starting date or notice period

\*Please note that a work permit in the preferred place of residence is required. We do not offer any relocation support but can assist you with visa applications.

More about Roots of Impact: <https://www.roots-of-impact.org>

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## Data storage:

By applying for this position, you give us consent to add and store your data in our talent pool. We reserve the right to use this data for potential future recruitment purposes. If you would like to have this data removed, please contact us via [talent@roots-of-impact.org](mailto:talent@roots-of-impact.org).

## DEI note:

Roots of Impact is an equal-opportunity employer. We deeply believe in equality and diversity of race, gender, sexual orientation, religion, ethnicity, national origin, and disability. We welcome applications from individuals of all backgrounds and abilities and are committed to providing an accessible candidate experience. If you need any accommodations or adjustments throughout the interview process and beyond, please indicate this in your application.

