

Wanted:

Associate/Senior Associate Impact Intelligence & Education (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 a resourceful Associate/Senior Associate with a passion for impact entrepreneurship to join our Impact Intelligence & Education team.

Roots of Impact: Impact. Valued. Rewarded.

[Roots of Impact](#) is the expert and enabler for Impact-Linked Finance. As a pioneer in this field, we believe in aligning capital with incentives to drive change for people and the planet. Our mission is to empower entrepreneurs to unlock their full impact potential by managing Impact-Linked Funds, providing advisory and education to catalytic funders and investors, and enabling practitioners across the globe to use Impact-Linked Finance effectively. We are based in Frankfurt (Germany), with hubs in Berlin and Cape Town (South Africa) but are open to exploring remote work options within a similar time zone.

The Impact Intelligence & Education Team:

The Impact Intelligence & Education team is Roots of Impact's champion of ensuring that impact additionality is embedded in Impact-Linked Finance transactions. The team also builds the pipeline for Impact-Linked Finance by driving educational programs for Enterprise Support Organizations and impact entrepreneurs, leveraging its deep insights and hands-on experience from managing various programs. The main responsibilities of the team include:

- Driving Impact Measurement & Management (IMM) best practices across ILF transactions (including product development, advisory and research).
- Managing the [Social Finance Academy](#), which empowers Enterprise Support Organizations (ESOs) and impact entrepreneurs with the strategic tools and expertise needed to unlock financing opportunities through Impact Measurement & Management.
- Managing the implementation of the Scaling Impact Enterprises of Bangladesh ([Biniyog Briddhi Program](#)).

We're looking for a resourceful, independent, proactive candidate with a passion for impact entrepreneurship and impact measurement & management.

As the Associate/Senior Associate of the Impact Intelligence & Education team, you will play a pivotal role in building the field of Impact-Linked Finance, managing ambitious mandates, and designing and providing hands-on support to impact innovators in the impact finance field.

Key responsibilities:

- Supporting implementation of our capacity-building programs targeting impact entrepreneurs and ESOs
- Provide liaison and research support on knowledge products regarding impact measurement & management best practices for Impact-Linked Finance and other knowledge initiatives of the team
- Provide support for structuring Impact-linked Finance transactions, such as sectoral research
- Provide support for program management activities, such as monitoring and evaluation, on an ad-hoc basis, as required



Skills we value:

At Roots of Impact, the skills we value include:

- 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 modeling 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
- 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

A plus would be:

- Interest and awareness about the startup and impact investing ecosystem in Asia
- Prior knowledge or experience in impact measurement & management for impact investing
- Prior knowledge or experience in carbon finance initiatives

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, completed 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, indicating "Associate/Senior Associate IIE" 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>



Testimonials from our stakeholders

"The sessions were inspiring and raised key questions for us to further rethink, research, and investigate our business impact. The mentors were highly experienced and knowledgeable [in] providing support and guidance during the entire learning process."

– Participant from our Impact-Linked Finance Bootcamp

"I received the most benefit from understanding how additionality works. It allowed us the freedom to start thinking about how we can scale our desired impact to have social benefits that stretch beyond what we initially thought."

– Participant from our Impact-Linked Finance Bootcamp

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.

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.

