

WANTED: IMPACT-LINKED FINANCE TRAINING ASSOCIATE (M/F/D)

Roots of Impact is growing and has ambitious plans. [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 an experienced training and learning specialist to join our Advisory & Advocacy team.

ROOTS OF IMPACT: EFFECTIVE. IMPACT. FINANCE.

[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.

OUR ADVISORY AND ADVOCACY TEAM:

The Advisory & Advocacy team provides strategic [Impact-Linked Finance](#) advisory, as well as support to build the Impact-Linked Finance market through high-end programs, facilities, and partnerships. We manage the [Impact-Linked Fund for Gender Inclusive Fintech](#), offering deep insights and hands-on experience. The team's main responsibilities include leading market-building initiatives through knowledge sharing, managing bespoke advisory mandates to empower partners, and implementing Impact-Linked Finance programs and transactions. As part of our market-building efforts, we have some exciting new initiatives in the pipeline that will be vital to the larger vision, scaling strategy, and offerings of Roots of Impact.

WE ARE LOOKING FOR A TRAINING AND LEARNING CHAMPION!

We are seeking a dynamic, creative, and flexible [Training Champion](#) to join our team and contribute to shaping the future of the Impact-Linked Finance ecosystem. While expertise in Impact-Linked Finance is not required, you should excel in creating and delivering inspiring training experiences and managing the complete lifecycle of training programs. This role is highly collaborative and involves designing and developing training curricula, materials, and resources, as well as facilitating engaging workshops and sessions—both virtually and in person; managing end-to-end logistics for training sessions, mostly via our digital learning platform, alongside mentoring and coaching other trainers. You will play a role in identifying training needs, and in enhancing training effectiveness through innovative tools. If you are passionate about training and development and eager to make a positive impact, we look forward to hearing from you.

YOUR FUTURE RESPONSIBILITIES

- **Training program design and development:** Along with Impact-Linked Finance experts, curate training programs tailored to diverse stakeholders. This includes training curriculum and content creation.
- **Training delivery and facilitation:** Conduct training sessions, workshops, and webinars, and deliver engaging and interactive experiences alongside Impact-Linked Finance experts, either virtually or in person.
- **Project management:** Plan and implement with experts from across Roots of Impact and ensure that program roll outs are smooth and organized.
- **Training logistics management:** Manage end-to-end logistics for training sessions and workshops.
- **Training evaluation and improvement:** Ensure high quality and continuous improvement through quality assurance measures and systems to constantly enhance the program's effectiveness and relevance.
- **Training mentorship and coaching:** Mentor, coach, and supervise training staff or instructors involved in delivering training programs.

COULD THIS BE YOU?

- You have a master's degree in business administration, (development) economics/finance, communications, or a similar degree at the intersection of business, finance, impact, and communications.
- A degree in business/ international development/ finance (post-graduate preferred) or equivalent training/life experience.
- Excellent presentation skills, and – most importantly – a deep enjoyment of public speaking and teaching.
- At least five years of experience developing and/or delivering educational or training materials.
- Proficiency in instructional design methodologies, learning journeys, and training management.
- Project management and organizational skills.
- Comfort with tech-based learning tools like LMS, video call platforms, and other educational tools.
- Background experience in impact, finance, development, or entrepreneurship.
- Excellent written and verbal communication skills in English; fluency in other languages is a plus.
- A “people person” at heart, with excellent interpersonal skills and a love for collaborating with others.
- Effective communication and relationship-building abilities, combined with a desire to work in a diverse cultural context.
- Ability to work under tight deadlines while delivering high-quality work.

A plus would be:

- Familiarity with impact measurement methodologies or tools.
- First-hand experience of living/working/traveling in developing countries.
- Experience working with impact enterprises.
- Curiosity and a desire to consistently improve on the status quo.
- Flexibility to adapt to unexpected changes in circumstances.

WHAT WE OFFER:

- **A phenomenal team:** We are a diverse, multicultural team of impact-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:

If you are interested in applying for this opportunity, please email the following three items to talent@roots-of-impact.org, indicating "Training Associate" in the subject line:

1. Your CV
2. A video (or link to a video), of maximum 10 minutes, which addresses the following:

- a) Tell us a little about yourself.
 - b) What attracts you to Roots of Impact's work and how do you think you can add value?
 - c) What are your salary expectations?
 - d) What is your proposed place of residence?*
 - e) What is your earliest preferred starting date?
3. Optional: Your cover letter (max 1 page)

** 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>

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.

JULY 8, 2024