

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

Roots of Impact is growing, and we have ambitious plans for the future. Are you passionate about leveraging your consulting expertise to drive positive change through innovative finance? Are you eager to work in an agile and dynamic environment? If so, we invite you to join our multicultural team! We are looking for an experienced Senior Associate with a solid background in management consulting and a passion for impact-driven finance to join our Advisory & Advocacy 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.

Our Advisory & 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](#), which incentivizes a stronger focus on gender transformative outcomes by providing Impact-Linked Finance and technical assistance to financial technology companies (fintechs). 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 sharp-minded and relationship-focused impact champion!

Are you a dynamic professional with a background in management or strategy consulting, eager to share your unique perspective to help shape the future of the Impact-Linked Finance ecosystem? If so, this opportunity might be perfect for you. We are seeking a dynamic professional with strong management/strategy consulting experience to help shape the future of the Impact-Linked Finance ecosystem. In this role, you will work as part of a team delivering top-notch consulting and advisory services to our clients. Your focus will be on helping our clients strategically use catalytic capital to create and implement impact-driven solutions. To succeed, you will need strong analytical and project management skills, creativity, and the ability to manage client relationships effectively while collaborating with diverse teams. Your role will be crucial in advising clients on strategy and execution for designing and developing impact-linked finance funds and other initiatives that align with our mission to drive meaningful change. If you are passionate about this type of work and making a positive impact, we look forward to hearing from you.

Your future responsibilities include:

- Strategic Consulting and Advisory Engagements: Conduct in-depth feasibility analyses, synthesize data, and develop strategic roadmaps for clients on topics related to Impact-Linked Finance.
- Client Engagement: Build and maintain strong client relationships, facilitate strategy workshops, and deliver actionable, high-quality recommendations to clients.
- Proposal Writing: Develop compelling proposals and presentations to secure new projects and partnerships.



- **Project Management:** Oversee multiple advisory projects simultaneously, ensuring timely delivery, high-quality outputs, and clear communication with all stakeholders.
- **Market Research:** Stay ahead of industry trends to inform advisory work and client strategies.
- **Collaboration:** Work closely with internal teams to integrate emerging insights into advisory work and contribute to organizational goals.
- **Presentations:** Prepare and participate in client and other stakeholder presentations, effectively communicating our insights and recommendations.

Could this be you?

- You have proven professional experience in management consulting, strategy consulting, or similar advisory roles.
- You hold a postgraduate degree (such as a Master's, MBA, or a similar qualification) in Economics, Finance, Business Administration, International Development or a related field that intersects business, finance, and impact.
- You bring exceptional analytical and problem-solving skills and can synthesize large amounts of data and information into easily understandable frameworks and structures.
- You demonstrate strong strategic thinking abilities, enabling you to develop innovative solutions and actionable recommendations for clients.
- Your presentations consistently create wow-moments for your audience.
- You have excellent visual, written, and verbal communication skills in English.
- You possess strong interpersonal skills with a client-first mindset and experience in building and managing relationships.
- You excel at project management, including the ability to work independently and manage multiple priorities and deadlines.
- You're a "people person" at heart, with excellent interpersonal skills and a passion for collaborating with others.

A plus would be:

- Experience with innovative finance, impact investing, or blended finance.
- Financial modelling skills.
- Familiarity with impact measurement methodologies or tools.
- First-hand experience living, working, or traveling in developing countries.
- Experience working with impact enterprises.
- Fluency in other languages.
- Curiosity and a desire to consistently improve on the status quo.
- Adaptability and a proactive approach to navigating ambiguity and change.

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 yearly 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 items to talent@roots-of-impact.org, indicating “Senior Associate A&A” 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 d) a short overview of your management/strategy consulting experience

*Please note that a work permit is required at the preferred place of residence. 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 get in touch with 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.

