

Wanted: Intern in Impact Project Management. Help us shape the future of Impact-Linked Finance in Germany! (40 hours/week)

Roots of Impact has launched [Ready for Impact-Linked Finance](#), a large-scale, three-year program that helps social enterprises across Germany grow their impact and open up new routes to funding. Are you passionate about creating real change in Germany through Impact-Linked Finance? Then we invite you to join our dynamic, multicultural team! We are looking for a resourceful intern with a passion for project management and impact entrepreneurship to join our Impact Management team. Fluent English is required, and German is a strong advantage. We are based in Frankfurt with a hub in Berlin, and the role can be done remotely from anywhere in Germany.

Roots of Impact: Impact by Design

Drawing on more than a decade of proven expertise, [Roots of Impact](#) works as a trusted advisor and fund manager for impact investors, philanthropists and catalytic funders. With our unique impact-by-design approach, we unlock the full potential to deliver positive impact for people and the planet in line with the priorities of our clients. As innovative finance pioneers who coined the term Impact-Linked Finance, we bring the skills, team, passion and experience to turn intentions into results across the entire spectrum of capital, spanning philanthropy, blended finance and impact investment.

The Impact Management team:

The Impact Management team at Roots of Impact makes sure that impact additionality is firmly anchored in Impact-Linked Finance transactions. The team also builds the pipeline for Impact-Linked Finance by driving education programs for enterprise support organizations and impact enterprises, drawing on extensive experience and practical insights from program work. The team's main responsibilities include:

- Managing the Ready for Impact-Linked Finance program in Germany and the Scaling Impact Enterprises of Bangladesh program ([Biniyog Briddhi Program](#)).
- Promoting best practice in impact measurement and management (IMM) for ILF transactions (including product development, advisory and research).
- Managing the [Social Finance Academy](#), which supports enterprise support organizations and impact enterprises with strategic tools and know-how to access funding opportunities through IMM.

We are looking for a resourceful, independent and proactive candidate with a passion for impact enterprises and for growing the Impact-Linked Finance field in Germany.

Your opportunity:

As an intern in the Impact Management team, you will play a key role in building the Impact-Linked Finance field in Germany, mainly by supporting the Ready for Impact-Linked Finance program and its knowledge platform. Possible tasks include:

- Supporting the delivery of program activities under Ready for Impact-Linked Finance, such as outreach and the organization of networking events and bootcamps.
- Maintaining and optimizing our Learning Management System (LMS), the knowledge platform that gives social enterprises practical resources and training for managing their impact and preparing for ILF transactions.
- Identifying and putting in place improvements to how the team works, for example, program workflows, templates and reporting, so delivery takes less time and effort.
- Supporting the organization and research behind knowledge materials on Impact-Linked Finance.
- Helping with monitoring and evaluation of program activities, such as participant feedback surveys and simple impact reporting.
- Preparing content for communications, such as newsletters, social media posts and short case studies of participating enterprises.



Does this sound like you?

What you bring:

- You are pursuing a master's degree or are in the final years of a bachelor's degree in economics, finance, business administration, project management or a related field.
- You are looking for a mandatory internship (Pflichtpraktikum) as part of your studies, lasting at least one semester (5+ months).
- You are enthusiastic about Impact-Linked Finance, impact entrepreneurship and impact investing.
- Excellent written and spoken communication skills in English (required).
- Good written and spoken German is a strong advantage.
- Strong analytical skills, a proactive approach to problem-solving and the ability to work in a dynamic, multicultural environment.
- Curiosity, drive and confidence working in a diverse, remote team.
- Excellent Excel skills.

Nice to have:

- Practical knowledge of start-ups and impact investing in Germany
- Hands-on experience with digital learning platforms (LMS)

What we offer:

- An exciting opportunity to learn from an innovative pioneer in impact-linked finance
- A great, multicultural and diverse team
- Remote work from anywhere in Germany
- Flexible working hours
- A dedicated supervisor plus a buddy program for the best possible onboarding
- A stipend of EUR 600 to 1,000 per month, depending on your experience

How to apply:

If you are interested, please send the following documents in English to talent@roots-of-impact.org with the subject line 'Application: Intern in Impact Project Management'.

- CV
- Cover letter (max. 1 page), answering the following questions:
 - What attracts you to Roots of Impact's work?
 - What is your earliest possible start date?
 - What is the planned duration of your internship? (minimum 5 months)
- University letter confirming the mandatory internship (Pflichtpraktikum)

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

Data storage:

By applying for this position, you consent to your data being added to and stored in our talent pool. We reserve the right to use this data for possible future recruitment. If you would like your data deleted, please contact us at talent@roots-of-impact.org.

DEI statement:

Roots of Impact is an equal opportunity employer. We firmly believe in equality and diversity, regardless of background, gender, sexual orientation, religion, ethnicity or disability. We welcome applications from people with different backgrounds and abilities and aim to offer applicants an accessible experience. If you need support or specific adjustments at any point during the application process or beyond, please let us know in your application.

