

September 2021

Career Opportunity: Impact Research Analyst (Full-time)

About the sector

Impact investment and social enterprise are amongst the fastest growing industry sectors in the world. Impact investment is an estimated \$1Trillion global market growing at a high double-digit CAGR as the world comes to grips with climate, pandemic and inequality crises and need for systems-change in the worlds of finance and entrepreneurship.

About Impact Seed

Founded in 2015, Impact Seed is a proud B-Corp and WA's leading market builder for impact investment, measurement and social enterprise. We are in the business of systems-change finance and entrepreneurship as network connectors and builders supporting policy advocacy with government and as the developers and co-managers of the \$20M WA Impact Fund which invests in regenerative agriculture, social enterprise and purpose drive community ventures that create social impact jobs.

Impact Seed builds both market supply and demand for impact investment with not-for-profits, social entrepreneurs, government, corporates, investors and foundations. We have three key areas of work:

1. Impact Investment

- Origination and deal sourcing for impact investors,
- Assisting impact businesses with raising capital, and
- Impact investment management.

2. Impact Measurement and Management

- Building fit-for-purpose strategic impact frameworks,
- Measurement and evaluation,
- Development of Impact Management Strategy (IMS), verification and audits, and
- Communication of Impact.

3. Impact Venture Consulting

- Investment readiness building for impact ventures,
- Incubation, capacity building and bespoke business building support for new purpose-driven social and environmental impact enterprises,
- Helping existing businesses to transition into impact, and
- Certified B-Lab B Consultant.

Our team has led some of Western Australia's key impact management and outcomes planning projects. These have included the whole-of-sector outcomes measurement framework with the

WA Government in partnership with WACOSS, B-Lab's B-Corp certification and the B Consultant program, the review for Woodside's \$20M Development Fund, development of Cerberus Frontier's Emerging Markets Fund ESG(I) Strategy and undertaking the Pilbara Cultural Land Management Project.

About the role

We have an exciting, newly created role to support Impact Seed's impact measurement and management practice – the Impact Research Analyst – to support the development of Impact Management Strategies and Systems, which are an essential component of most all deep impact investments and grant funded programs.

The ideal candidate for this role will undertake research that supports the development of impact measurement strategies. This may include:

- Linking activities undertaken by social enterprises, not-for-profits and investors to the short, medium and long term impacts through leading research in the relevant sector to underpin Program Logics,
- Undertaking competitor analysis research with relevance to impact measurement frameworks and impact created,
- Undertake market research that pertains to the development of impact measurement strategies, and
- Supporting the development of impact measurement indicators that meet industry best practice and the requirements of social enterprises and investors.

The ideal candidate will be interested in impact investing and social enterprise development, especially the measurement and reporting of impact. They will be an enthusiastic member of the team, able to work independently to meet deadlines on tasks allocated towards them. They will be proficient in desk-based research – sourcing, understanding, summarising, applying, referencing and sharing the research from a range of sources. They will need to be an effective written and verbal communicator who is detail oriented. They will likely be a final year or recently graduated undergraduate student who has undertaken a degree in the social sciences.

Remuneration and terms:

- This role and remuneration will suit applicants at an undergraduate graduate level (\$55-65K pa).
- This position is FULL TIME and will require flexibility and responsiveness to often demanding timelines. However flexible working arrangements can be negotiated, including working from home.
- We actively promote gender and cultural diversity. Please address ALL selection criteria above in a cover letter opportunities@impactseed.org.