

Job title:	Financial & Impact Analyst	Reporting to:	Snowball management team
Location:	Impact Hub Westminster, 80 Haymarket, London SW1Y 4TE	Travel Required:	Limited; may be opportunities to travel to conferences
Salary:	Salary that is benchmarked against the UK social and public sector. Generous contributory pension plan	Position Type:	Permanent full-time
Contact/ applications:	Paul Blyth Paul.Blyth@projectsnowball.uk Subject Line: Financial & Impact Analyst application	Start date:	Immediate, applications accepted until 31 October, 2017

ABOUT SNOWBALL:

- Snowball’s mission is to build mass participation in Impact Investing and to establish it as a mainstream investment option, mobilising capital into organisations tackling social and environmental issues
- We are building a dedicated Impact Investment organisation, owned by its investors, to manage Snowball and become a leader in Impact Investment for mainstream investors.
- During 2017/18 we are expanding the partnership to other investors in order to establish assets and a track record whilst delivering administrative and diversification benefits to the partners.
- Once we have achieved critical mass in Snowball LLP, a public listing of the fund will make it available to a broader range of institutional and private investors.
- Snowball is an equal opportunities employer and we actively seek diversity in our team.

KEY PURPOSE OF ROLE:

- Help Snowball to grow and to invest wisely for Impact
- Help create lasting improvements in people’s lives and/or the environment by identifying socially and/or environmentally impactful financially viable investment opportunities through working closely with colleagues, sector experts and intermediaries.
- The Analyst will do this primarily by assisting in deal execution, from idea origination and due diligence through to legal documentation and closing, as well as portfolio monitoring and management.
- Ultimately, Snowball is a startup and you are encouraged to build a role for yourself. There are no shortage of opportunities to develop yourself and the organisation.

Job Description
ROLE AND RESPONSIBILITIES

- Lead on the development of a pipeline of investment opportunities including analysis of eligible investment proposals, undertaking detailed due diligence, applying rigorous analytical techniques, and stress testing plans and strategies to assess investment opportunities, from both a social and/or environmental impact and financial return standpoint
- Prepare and present papers that include investment recommendations for Snowball’s Investment Committee

- Help to negotiate legal documentation and close transactions
- Work with prospective investees to ensure that our investment meets the needs of both Investor AND Investee.
- Monitor, evaluate and manage the financial and social/environmental impact performance of investments on an ongoing basis both through RAG reporting and through the SDG impact lens.
- Participate in, and develop Snowball's reporting and analytics processes and systems
- Support Snowball's role in championing impact investment by raising awareness of impact investment to external stakeholders; including presenting at conferences, speaking to investors etc.
- Build expertise on specific social/ environmental issue(s) and/or asset classes

ABOUT YOU

Snowball's Goal is to be so successful in attracting capital and deploying it in an Impactful way, that all investment is compelled by market forces to become Impact Investment i.e. Snowball is a start-up with lofty goals and we're trying to "change the world". It's important that you have a passion for "changing the world" via Impact Investment or you won't "fit in".

In addition to "passion for the cause", you have to be a self-starter who thrives in start-up environments and is able and willing to turn their hand to many and varied tasks as they arise. You will be able at working in teams, but also at leading projects and working alone. Snowball is not for the feint-hearted and you have to be up for the challenge.

QUALIFICATIONS, SKILLS, ATTRIBUTES

Must have:

- Passion for the cause (see above)
- Three years post-graduate work experience (will consider less in exceptional circumstances)
- Experience of detailed analysis and decision making
- Computer literacy particularly MS Excel
- A high standard of oral and written communication skills
- Ability to process and break down investment proposals; analysing social/ environmental impact, risk and return
- Flexibility and "Can do" attitude
- Structured thinker able to deal with complexity and uncertainty
- Good listening skills
- Self-starter able to build relationships outside of Snowball
- Ability to source investment ideas to address social/ environmental issues
- Ability to work closely as part of a team with exceptional influencing and interpersonal skills
- Good note taking skills

Nice to have:

- Impact investment experience
- Deep knowledge of impact investment
- Knowledge of/ experience in social and environmental sector issues e.g. degree in international development or social policy, or experience of working in the U.K. or overseas in the social/environmental sector
- Degree/ experience in investment e.g. private equity, asset management, financial MBA, CFA (or similar financial qualifications), ACA, Accounting skills etc.

- Shareholder engagement experience with public/ private companies
- Investor relations experience
- Knowledge of asset management industry, ESG/ethical investment
- Experience of the IPO/launch of an Investment Trust/ other public fund
- Specific asset class expertise e.g. equity, credit, bonds, private equity, real assets etc.
- Knowledge of U.K. defined contribution pension funds
- Project management skills
- Database skills
- PowerPoint skills
- Web development skills
- Presentation skills
- Process design and development experience