

## Wanted: Associates/Senior Associates (m/f/d)

We are growing and have ambitious plans for the future. Do you want to support us on our thrilling journey towards more effective impact finance? Are you eager to work in an agile and dynamic impact enterprise? If so, we are looking for you to join our enthusiastic and multicultural team! We are based in Frankfurt, Germany, with hubs in Berlin and Cape Town, South Africa, but are open to exploring remote work options worldwide.

### Roots of Impact: Effective. Impact. Finance.

Roots of Impact is a manager of catalytic capital. As a pioneer in Impact-Linked Finance, we believe in aligning capital with incentives to drive change for people and the planet. Our mission is to empower entrepreneurs to achieve impact at scale by managing innovative funds, providing quality advisory and education, and building the field for Impact-Linked Finance.

### We are looking for smart and impact-driven collaborators!

We are open to exploring possibilities on different seniority levels depending on experience and capabilities, in the following teams:

- **Transaction Management and Consulting team:**

The TMC team manages transactions over a variety of sectors including WASH, agriculture, healthcare, and vocational skills development, and spans various regions such as Central America, Asia, and Africa. The main responsibilities of the team include:

- Implementing Impact-Linked Finance programs and transactions
- Developing guidelines, tools, and standards to further develop the Impact-Linked Finance practice
- Managing external consulting mandates for partners interested in implementing Impact-Linked Finance

- **Advisory and Advocacy team:**

The A&A team provides strategic impact advisory and manages the [Impact-Linked Fund for Gender Inclusive Fintech](#). A key aspect of the team's work is to provide advocacy and critical support to build the Impact-Linked Finance market through high-end programs, facilities, and partnerships. The main responsibilities of the team include:

- Managing the implementation of the Impact-Linked Fund for Gender Inclusive Fintech
- Leading and facilitating Impact-Linked Finance market-building through knowledge sharing
- Managing advisory mandates

- **Impact Intelligence and Education team:**

Our IIE team drives the impact measurement and management (IMM) practices and manages complex programs that include capacity building, Impact-Linked Finance, and advocacy components. A major focus is the [Social Finance Academy](#) (SFA) and the [B-Bridddhi](#) program. SFA guides entrepreneurs on their impact journeys with capacity-building services around IMM and impact investment readiness. B-Bridddhi integrates these services into a multi-year, multi-component



program that operates in Bangladesh. The team also injects its IMM and IR expertise into funds and programs that Roots of Impact is launching, including the Impact-Linked Fund for Education, the Impact-Linked Fund for WASH, and others. The main responsibilities of the team include:

- Developing guidelines and training programs for enterprise-supporting organizations (ESO) on impact measurement and management, and on impact investment readiness practices
- Managing and implementing market and capacity-building programs
- Managing the research agenda and partnerships with external research institutions
- Internally advocating for IMM best-practices

## Skills we value:

At Roots of Impact, the skills we value include:

- A post-graduate degree in finance/business/development or equivalent training/life experience
- Relevant professional working experience, particularly in business and data analysis/financial modelling/ impact measurement and management
- Excellent written and verbal communication skills in English; fluency in other languages is a plus
- Sound problem-solving skills
- Curiosity, drive, and confidence in working in a diverse cultural context and team working skills
- Ability to work under tight deadlines while delivering high-quality work
- Ability to adapt to and work around any unexpected changes in circumstances

A plus would be:

- Experience in consulting or impact investing
- Experience in WASH, education, health, and/or agriculture
- Experience or an interest in financial inclusion, fintech, gender, and/or migration
- Experience in working with impact enterprises in developing countries

## What we offer:

- A great, multicultural and diverse team
- Remote work
- Flexible working hours
- Personal development opportunities
- Regular team events
- Buddy program to ensure the best onboarding experience
- For employees based in Germany: Kita Support (Zuschuss Kinderbetreuungskosten)

## How to apply:

If you are a self-starter who wants to disrupt traditional finance and create effective solutions for scaling positive impact, we look forward to receiving your [CV](#) and [cover letter](#) at [talent@roots-of-impact.org](mailto:talent@roots-of-impact.org). Please indicate “ROI talent” in the subject line.

In the cover letter (max. 1 page), please address the following questions:

1. What attracts you to Roots of Impact’s work?
2. How do you think you can add value to Roots of Impact?
3. What are your salary expectations (specify if full- or part-time position)?
4. What is your proposed place of residence?
5. What is your earliest preferred starting date?





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



### Quote from an impact entrepreneur

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*“Thanks for motivating us to grow faster and scale smarter”*

Greg Krupa, CEO Novulis,  
after discussing the terms of SIINC



### 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](mailto: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.

