[At this time, we are no longer accepting applications for the role and have moved forward in our hiring process]

Senior Associate

Job Title: Senior Associate
Position Status: Full-time, remote
Timing: Start date April 1st 2025 (flexible)

About Impact Frontiers:
Impact Frontiers is a non-profit learning and market-building collaboration for investors seeking to manage their social and environmental impacts. We provide resources, space for community discussions, and a cohort model that supports learning by doing.

Our mission is to catalyze and accelerate investors' integration of impact alongside financial risk and return into their investment practices.

We create practical tools and peer-learning communities that support investors in building their capabilities for managing impact and integrating impact with financial data, analyses, and processes.

We also initiate consensus-building in areas in which standards and guidance do not yet exist, by aggregating, synthesizing, and sharing new practices that can help investors to increase their impact.

We were incubated by the Impact Management Project (IMP), a global forum dedicated to
Position Overview:
Impact Frontiers is looking for a Senior Associate to support research and consensus-building projects.

This role is perfect for someone with an entrepreneurial mindset; well-developed generalist professional skills; and interest in further developing their knowledge of impact management for investors.

The current focus of our consensus-building efforts are the Impact Performance Reporting Norms. Version 1 of the Reporting Norms was released in April 2024 to establish shared expectations for reporting impact results by asset managers in private markets. They were developed through an 18-month public consultation with over 350 stakeholders, including asset managers, asset owners, consultants, and assurance providers.

The Reporting Norms are currently undergoing market testing, with Version 2 planned for 2026 to expand coverage to public markets, development finance institutions and multilateral development banks.

Impact Frontiers is providing monthly webinars, office hours and resources to help report preparers, users and independent reviewers implement the Reporting Norms. We are also parting closely with membership organizations, investor networks and other field-builders.

Responsibilities will include some or all of the following, depending on organizational needs and the candidate's experience, expertise, and interests:

- Support project lead in delivering the pilot program
- Conduct primary and secondary research into investor impact reporting practices
- Produce high-quality written reports and presentation materials to support preparers, users and reviewers follow the guidance in the Norms
- Coordinate collaboration with industry experts and practitioners

The Senior Associate may also be required to prepare communications materials (such as newsletters) and support other Impact Frontiers initiatives, including our peer learning cohorts.

Desired Skills and Qualifications:
In addition to prior experience in impact investing and/or impact management, the ideal candidate will be an excellent writer and have experience communicating complex concepts in an accessible and compelling way to practitioners.

Other desired attributes include:

- Highly organized and strong attention to detail
- Ability to work independently and with collaborators from diverse backgrounds and with diverse skill sets
- Comfort working in an unstructured and rapidly-changing environment
- Eagerness to rapidly assume greater responsibility and independent project management as part of a leading non-profit.

Applicants should ideally be based in the United Kingdom or the United States to facilitate interaction with other team members. However, we welcome exceptional candidates from other locations. The applicant must be legally authorized to work in that country. The Bridges Impact Foundation does not sponsor visas.

Application: Interested and qualified candidates should email their resumé with a cover note to Impact Frontiers at info@impactfrontiers.org

Compensation: $60,000 - $70,000 (commensurate with experience and location)

Impact Frontiers is a program of the Bridges Impact Foundation, a 501(c)3 non-profit based in the United States.

Bridges Impact Foundation is committed to providing equal employment opportunities and does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, retaliation, parental status, military service, or other non-merit factor.