JOB DESCRIPTION

Associate

Who We Are

Tri-Sector Associates is a not-for-profit advisory firm whose mission is to create systems that enable more effective social innovation. By doing so, we hope to help solve the most complex social problems facing our generation.

We are supported by leading venture philanthropists, the Temasek Trust, and the Singapore Economic Development Board. Our collaborators, Third Sector Capital Partners, Inc, are leaders in the US in launching PFS projects. Our work has been recognized by thought leaders such as the Stanford Social Innovation Review, Forbes, and the Oxford Government Outcomes Lab.

We achieve our mission by helping to structure collaborations that empower impact organisations, align incentives with outcomes, and crowd-in capacity-building capital. One model we are particularly known for across Asia is Pay For Success (PFS), in which non-profits test new bottom-up solutions; private funders deploy their capital in a catalytic fashion, and government only funds what works. Beyond PFS, we have also helped pioneer blended finance and catalytic giving methods across Asia.

Our projects to date include launching the first PFS projects in Greater China and Southeast Asia, and pioneering world-first instruments such as the Social Impact Guarantee and the Outcomes Amplifier. Issue areas we have covered have spanned the range of early childhood intervention, youth unemployment, recidivism, healthcare, eldercare, circularity, and sustainability.

We believe we are only just getting started.

What you will do

Our work has been likened to “CrossFit for the mind”: a mixture of policy analysis, strategy consulting, investment banking, and non-profit capacity building to provide end-end support in launching successful projects across diverse issues.

We are looking for a driven Associate to join our offices in Singapore. This role is a full-time position based in Singapore, with a target start date of May 2023.

Note: In this recruiting cycle, we are especially looking out for candidates with 1-3 years of experience in consulting and/or financial services.
Amongst your core responsibilities will be:

1. **Supporting client engagements focused on tri-sector work:**
   a. Quantitative and qualitative research on social issues, service gaps, and other areas where cross-sector models can add value
   b. Financial and economic modeling to design project terms and estimate the impact of interventions to government and society
   c. Presentations, memos, and other forms of strategic communication to persuade stakeholders of recommendations
   d. Negotiations between multiple sectors and stakeholders to align on the terms of projects

2. **Creating new opportunities:**
   a. Understanding how to solve their most significant social impact challenges with the latest tools from impact investing and data analysis
   b. Scoping and writing proposals for client engagements

3. **Supporting firm-building initiatives:**
   a. Developing internal firm systems
   b. Refining firm intellectual property and marketing materials
   c. Assisting in board and funder relations

In addition, there will be opportunities to gain direct exposure to senior clients and represent the firm at thought leadership opportunities around the region.

Every day at Tri-Sector is different, but an example day could be that you may prepare materials to run a focus group discussion for a social service agency together with a Project Leader, design a financial model for potential upfront funders, create slides translating research reports to synthesize fresh insights, and attend meetings with government agencies.

**Why You Should Join Us**

We are creating a ‘delta force for impact’, with a crack team of high achievers drawn from across different sectors. Together, are committed to creating a unique organization where we can achieve personal self-actualization.

Each team member gets to:

1. **Constantly build new skills and develop themselves.** We hire A players from each sector, and then cross-train them in the best practices of other sectors.
2. **Use their past experience in new ways.** We appreciate what each team member can bring to the table. We have public policy experts, strategy
consultants, social entrepreneurs, and quantitative PhDs each contributing their talents and experience to our mission.

3. **Exercise autonomy and control over their own fate.** We build the organization together – everyone has a role in setting the firm’s strategy and major decisions. If you don’t like something, you will be part of fixing it.

4. **Work with people who really care.** We wake up each day thinking about how we can do better for the people we serve and push the system towards more impact. We hold ourselves and each other to account for that.

5. **Directly see their personal delta.** Each team member’s work will often mean the difference between a frontier being pushed in the world - or not. The buck stops with you, so when you look back, you will be able to say: “I did that”.

### What We Are Looking For

Successful applicants will have demonstrated:

- **Excellent ability** to break down problems, structure research approaches, gather data, and conduct analyses
- **Efficient time management skills** to handle multiple workstreams in a fast-paced setting
- **Ability to communicate** complex ideas to senior and working-level stakeholders from different sectors
- **An entrepreneurial temperament and resourceful nature**
- **Driving passion for creating systems-level social change** and tackling the root causes of social problems
- **Deep care** for the people we serve and for the team

The following attributes would be a significant advantage:

- Prior experience in advising and structuring project finance or impact-related finance transactions (e.g. blended finance, green bonds, sustainability-linked bonds / loans, impact bonds, outcomes-based contracts)
- Prior project and client management experience in delivering professional services engagements

The following attributes would be an advantage:

- Trained in quantitative research, statistical methods, econometrics, experimental / quasi-experimental research design, including proficiency in data analysis tools such as Stata, Matlab, R, or Python
- Prior experience in social impact, including in volunteering roles
- Business language skills in Mandarin, Cantonese, or Bahasa
The ideal applicant here would be a top performer with 1 - 3 years of work experience. Candidates with these skills and attributes will typically have had experience from backgrounds in management consulting or financial services firm. However, we believe that there are a diversity of settings where these skills can be developed, and are open to considering candidates from different backgrounds. To us, what matters more is: what have you actually done, and what could you achieve with us if given the opportunity?

How to Apply

To apply, please submit your resume together with answers to the following questions in a short cover letter. Your resume should set out your educational background, work experience, skills, and work authorisation / citizenship status.

1. What experience and skills do you bring to the table which can support our work in Singapore and the region?
2. If you could choose one issue area to do a PFS project in, which would you choose and why?
3. Where did you see the job advertisement?

Our interviews generally span 3 rounds, including a phone interview, cases for you to have a sense of the work which we do, and a chance to meet members of the team to understand if we are a good mutual fit. Due to the high volume of applications, we regret that we will only be able to notify shortlisted candidates.

Candidates may submit their applications to careers@trisector.org, subject line: [Associate – Singapore] [Your name]. Applications will be processed on a rolling basis and accepted until April 7 2023. Only submissions sent to this email address will be considered.