



## JOB DESCRIPTION

# Associate / Senior Associate

## Who We Are

Tri-Sector Associates is a non-profit social impact advisory firm that aims to tackle complex social issues through cross-sector partnerships, data-driven outcomes, and capacity-building capital. Our innovative and evidenced-based approach includes the Pay For Success (PFS) model and has received recognition from thought leaders such as Stanford Social Innovation Review, Forbes, and the Oxford Government Outcomes Lab. Our projects span across diverse areas including early childhood intervention, youth unemployment, recidivism, healthcare, eldercare and sustainability.

Tri-Sector Associates, supported by Temasek Trust, the Economic Development Board, and leading philanthropists, believe in leveraging the strengths of each sector to improve the lives of those in need.

For more information, please visit <https://trisector.org/>

## 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 dynamic **Associate / Senior Associate** to join our offices in Singapore. The Associate role is typically for individuals with 2 - 4 years of relevant work experience. This role is a full-time position based in Singapore, with a target start date of June 2025.

As an Associate / Senior Associate, you will be working across multiple projects in the following ways:

- **Supporting engagements focused on Tri-Sector’s work:**
  - Researching gaps where innovation can be of value
  - Conducting due diligence on service partners
  - Conducting cost-benefit analysis and financial modelling
  - Creating presentations to share analysis
  - Supporting the team in negotiations with project stakeholders
  - Working with evaluators to design rigorous outcomes evaluations



- Working with different key stakeholders including service partners, funders and evaluators to achieve successful outcomes during service delivery phase
- **Supporting winning new mandates:**
  - Analyzing unmet social or environmental needs and brainstorming new collaboration models to solve these
  - Supporting the development of proposals to clients and funders to win new mandates
- **Supporting firm-building initiatives:**
  - Contributing to different aspects of creating a high performing startup
  - Apply and continuously improve the organisation's best practices through developing and refining of training materials, and intellectual property

Every day at Tri-Sector is different, but an example of a day could be that you may run a focus group discussion alongside our service partners, draft slides for a client presentation with government, private funders, or other parties, lead due diligence for a potential impact investor, and work with evaluators to design a randomized controlled trial.

## 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, we 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. Everyone has something to learn.
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:

- **Strong problem-solving ability and analytical rigour** by taking the lead to break down problems, structure research approaches, gather data, and conduct analyses in a timely manner
- **Effective time and work management skills** to handle multiple workstreams and deliverables in a fast-paced setting alongside your teammates
- **Sensitive communication skills** to work with parties from different sectors
- **Hunger and humility to learn** given the diverse skillsets involved and continuously evolving field
- **Passion for creating genuine systems-level social change** even when the going gets tough
- **Humility and care** for the team by upholding a meritocracy of ideas not rank, and supporting the development of fellow staff and peers

The following experiences would be a bonus:

- Experience working in the Singapore social sector

Candidates with these skills and attributes will typically have had experience from backgrounds in leading evaluation firms, management consulting, or development finance. However, we believe that there is 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:

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?

In your resume, please set out your educational background, work experience, skills, and work authorisation / citizenship status.



Your submission can be done via this [form](#). If you are unable to use the form, please email your responses and resume to [careers@trisector.org](mailto:careers@trisector.org), subject line: [Associate / Senior Associate – Singapore] [Your name]. Applications will be processed on a rolling basis and accepted until 18 April 2025. Only submissions sent via the form or email address will be considered.

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.