



# Project Leader

**PIONEER NEW MODELS THAT RESHAPE FUNDING SYSTEMS.**

**UNLOCK SCALE FOR ENVIRONMENTAL AND SOCIAL IMPACT THAT WORKS.**

## Who We Are

Tri-Sector Associates is a social impact advisory and innovation firm dedicated to solving complex societal challenges through **innovative finance and outcomes-driven models**. Our mission is to shape funding systems to drive **cross-sector collaboration** for better results.

We work at the intersection of **government, philanthropy, and the private sector** to design and structure new solutions - including Pay-for-Success models, blended finance instruments, catalytic capital structures, and cross-sector coalitions - to **scale impact interventions that work**.

Our work has been recognised by Stanford Social Innovation Review, Forbes, and the Oxford Government Outcomes Lab.

We are backed by Temasek Trust, the Economic Development Board of Singapore, and leading philanthropists who believe in building an innovation ecosystem for Asia's next 50 years.

Across issues like biodiversity, early childhood development, youth unemployment, recidivism, mental health, eldercare, sustainability, and climate finance, we structure the mechanisms needed to unlock real-world change.

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

## Your Impact

As a Project Leader at Tri-Sector, you will support the directing of capital towards catalysing measurable social and environmental impact. You will work on previously untested models, shape cross-sector strategies, and create structures that unlock funding and collaboration where it would not otherwise flow.

You will lead multi-stakeholder engagements end-to-end - from problem framing and model design, to financial structuring, contracting, and implementation -

working directly with senior decision-makers across government, philanthropy, and the private sector.

This role is for someone who thrives in intellectually demanding environments, operates with high autonomy, and is motivated by creating scalable, lasting social change through rigorous, cross-sector solutions.

## **What You Will Lead**

### **1. Strategy, Design, and Problem-Solving**

- Lead problem analysis, systems mapping, and solution design across policy, finance, and programme dimensions.
- Structure innovative financing vehicles for both environmental (e.g., energy transition, nature-based solutions) and social objectives (e.g., just transition, community livelihoods), such as impact bonds, blended finance vehicles, guarantees, debt swaps, and advanced market commitments.
- Lead the design of accelerator platforms and venture studio concepts across social and environmental themes, shaping both programme and technical mechanics.
- Craft compelling narratives and deliverables that influence senior decision-makers.

### **2. Stakeholder Leadership and Cross-Sector Engagement**

- Serve as the day-to-day lead for engagements, managing relationships with senior government officials, funders, and delivery partners.
- Facilitate alignment among stakeholders with divergent incentives; navigate sensitive political, organisational, and sector dynamics.
- Communicate complex ideas simply, clearly, and persuasively.

### **3. Delivery, Modelling, and Outcomes Rigour**

- Own the project workplan, budget, and delivery outcomes; ensure engagements stay on track and meet client needs.
- Build and own complex structured financial models (e.g., DCF, blended finance stacks, project finance models, valuation frameworks) to support transaction design and analysis.
- Analyse legal and tax implications relevant to cross-border structures, SPVs, fund vehicles, and hybrid capital arrangements, working closely with advisors.
- Ensure analysis, designs, and recommendations are robust, evidence-based, and technically sound.

### **4. Firm-Building and Thought Leadership**

- Contribute to TSA's intellectual property, methodologies, training materials, and knowledge base.

- Lead internal initiatives that strengthen TSA's systems, culture, and organisational effectiveness.
- Represent TSA at ecosystem convenings, roundtables, and thought leadership platforms.

## **What You Will Achieve**

### **Within 30 days, you will:**

- Understand TSA's operating model, methodology, and current portfolio of engagements.
- Take ownership of selected initiatives with guidance from a Principal or Director.
- Begin building relationships with internal team members and key stakeholders.

### **Within 90 days, you will:**

- Lead major workstreams independently, including client meetings, stakeholder alignment, and analytical deliverables.
- Drive core components of project design, modelling, or policy/financial architecture.
- Mentor consultants and provide direct feedback on their deliverables.

### **Within 180 days, you will:**

- Serve as the day-to-day engagement lead on one or more major projects, consistently delivering high-quality with minimal supervision.
- Shape strategic direction and recommendations for senior clients.
- Oversee multiple workstreams and manage budgets at the project level.

# How You Will Grow

TSA is intentionally designed as an **accelerator for high-potential talent**.

We cross-train team members across the core disciplines of modern social innovation:

- Strategy consulting (problem structuring, analysis, storytelling)
- Financial modelling & innovative finance (catalytic capital, blended finance, market structuring)
- Philanthropy and donor advisory
- Government policy and public sector transformation
- Evaluation, outcomes measurement, and data analytics
- Ecosystem and coalition-building

You will work in small, elite teams that prioritise feedback, coaching, and rapid development. Because TSA is lean and fast-moving, your learning curve will be significantly steeper than in a large institution.

Many of our alumni go on to leadership roles in philanthropy, consulting, big tech, venture building, or start their own initiatives - while others accelerate directly into Principal and Director roles within TSA.

## About You

### Core Competencies

You will thrive in this role if you bring:

- **Structured problem-solving and insight:** You diagnose root causes, apply rigorous and evidence-based analysis, and arrive at clear conclusions that enable sound decision-making.
- **Clear, compelling communication:** You synthesise complexity into concise, well-crafted written, verbal, and visual narratives that drive alignment and action.
- **Delivery excellence and reliability:** You consistently deliver high-quality work that meets or exceeds expectations, even under ambiguity or pressure.
- **Sound judgement and ownership:** You take proactive ownership of outcomes, make well-reasoned decisions under uncertainty, and know when to act independently or seek input.
- **Collaboration and team enablement:** You strengthen team performance by supporting others, organising work effectively, and engaging in respectful, constructive challenge.
- **Intellectual contribution and firm-building:** You contribute insights, tools, or approaches that strengthen TSA's capabilities and long-term impact.

- **Integrity and continuous development:** You act with integrity, accountability, and humility, actively seek feedback, and invest in your own growth while living TSA's values.

### **Mindset & Values**

Our culture is defined by these values:

- **Company-of-coaches mindset:** "Your success is my success." You invest in teammates, give constructive feedback, and create psychological safety.
- **Ideas meritocracy:** You separate ego from ideas, welcome challenge, stay open to being wrong, and commit fully once a decision is made.
- **Curiosity with humility:** You ask questions, seek to understand before judging, and approach unfamiliar domains with openness rather than defensiveness.
- **Excellence as a habit:** You take pride in your work, ask "Is this the best we can do?", and never hide behind "the client won't notice."
- **Long-term stewardship:** You think like an owner - building systems, reputation, and capabilities that benefit the firm and ecosystem beyond your immediate tasks.
- **Integrity in action:** You do the right thing even when unseen, own your missteps, practise compassionate candour, and avoid blame or shortcuts.
- **Mission-driven purpose:** You are energised by work that moves systems, improves lives, and advances TSA's role in building a more collaborative, outcomes-driven social impact ecosystem.

### **Experience Indicators**

Most strong candidates will have:

- 3 to 6 years of experience in consulting or investment banking, or 6 to 8 years of experience in public policy, impact investing, development finance, evaluation, or venture building.
- Deep understanding of capital stacks (first-loss, guarantees, mezzanine) and familiarity with term sheets and fund mechanics.
- Technical understanding of high-integrity credits for nature & carbon, MRV (Measurement, Reporting, Verification), and nature metrics.
- Prior exposure and understanding of legal and tax implications of blended finance (preferred but not mandatory).

We hire for trajectory, not pedigree. While we often get applicants from professional services, civil service, and startup backgrounds, we welcome diverse profiles. If you bring the skills, we want to meet you.

# Why Tri-Sector

## Frontier Work

You will build solutions that the field has not yet tested at scale. You will work on catalytic models and deploy innovative finance that changes how social impact is funded.

## Multi-Sector Exposure

You will partner directly with government agencies, nation-level institutions, philanthropies, multilaterals, investors, and leading ecosystem actors.

## Cross-Sector Mastery

You will be trained across a rare combination of strategy consulting, innovative finance, philanthropy advisory, evaluation, and policy design.

## High-Growth

You will take on accelerated responsibility, lead client relationships early, and progress quickly based on performance. Small teams = high visibility.

## Mission-Driven

You will join a team that is as relational and supportive as we are analytical and ambitious. We are grounded in purpose, values-guided, and mission-driven. We care about the people we serve and the people we work with.

## Sustainable Pace

You will operate in an environment that recognises we run marathons, not sprints. We are in it for the long haul, so we offer a healthier pace than traditional consulting while maintaining a high bar.

## High Firm Influence

You will contribute to our intellectual property, methodologies, culture, and organisational growth. As a young, ambitious firm building an innovation ecosystem for Asia, your ideas will directly influence how TSA evolves.

# What We Offer

At TSA, we believe that people do their best work when they are supported, trusted, and empowered. Our benefits and development approach reflect that.

- Competitive compensation package benchmarked to market standards and commensurate to relevant professional experience
- Comprehensive medical and dental coverage, including for mental health
- 21 days of annual leave
- Regular 1:1s for coaching and feedback

- Mobile phone allowance
- Access to cross-sector learning opportunities, events, and conferences
- Annual professional development budget for training, certifications, and courses
- Remote work and work-from-home arrangements
- Team retreats and offsite cohesion days
- Laptop and software support, including for AI tools
- The chance to shape systems-level outcomes in the social impact sector for Singapore and the wider region

## How To Apply

To apply, please visit this [LINK](#) and submit your resume together with some helpful information for us to begin your hiring process.

Applications will be processed and reviewed on a rolling basis and will be closed upon successful hiring of a candidate. A typical hiring process involves the following rounds:

1. A virtual interview to assess general suitability for the role and for the organisation,
2. A case round where candidates get the chance to showcase their skills on a written case and prepared case interview, and
3. An in-person interview with the CEO/DCE.

On a case-by-case basis, there may be more or less rounds depending on the candidate's overall experience and role fit, including the chance to meet the rest of the TSA team. Due to the high volume of applications, we regret that we may only be able to notify shortlisted candidates.