



Consultant

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 Consultant at Tri-Sector, you will play a central role in designing, analysing, and delivering solutions that change how social and environmental impact is financed, measured, and scaled. You will help shape new models - from Pay-for-Success structures to catalytic capital mechanisms - that unlock funding and collaboration across government, philanthropy, and the private sector.

You will take ownership of key analytical workstreams, lead portions of stakeholder engagement, and drive critical components of project design and

delivery. You will work directly with clients and partners, contributing insights that influence senior decision-makers.

Your immediate role will begin with the building and scaling of Asia's first Outcomes Marketplace (OM), where funders directly acquire verified social outcomes, instead of funding traditional activities. You will help pioneer outcomes-based "impact credits" that channel funds toward measurable results, unlock cross-border capital, and crowd in more funding for the most effective impact organisations (Learn more about OM [HERE](#)). Beyond OM, you will also support TSA in incubating adjacent platforms and venture-building initiatives, subsequently building and scaling them as well, to link capital providers with impactful, scalable solutions across Asia.

This role is ideal for someone who excels in problem-solving, enjoys navigating ambiguity, and is motivated by contributing to system-level impact in a highly interdisciplinary environment.

What You Will Lead

1. Strategy, Design, and Problem-Solving

- Break down complex social issues into structured analytical questions.
- Conduct research, data analysis, financial modelling, and cost-benefit assessments.
- Co-develop innovative financing and partnership models alongside Project Leaders and Principals.
- Prepare high-quality slides, briefs, and narratives that strengthen client decision-making.

2. Stakeholder Leadership and Cross-Sector Engagement

- Support client and partner meetings by preparing materials, synthesising insights, and guiding discussions.
- Build relationships with working-level stakeholders across government agencies, nonprofits, and philanthropic organisations.
- Translate diverse viewpoints into actionable recommendations.

3. Delivery, Modelling, and Outcomes Rigour

- Own specific workstreams within engagements, ensuring outputs are timely, accurate, and analytically sound.
- Develop or refine financial models, outcomes frameworks, implementation plans, and monitoring dashboards.
- Ensure deliverables meet TSA's standards of analytical rigour and clarity.

4. Firm-Building and Thought Leadership

- Contribute to TSA's intellectual property, methodologies, templates, and training materials.
- Share insights with peers and support junior team members through feedback and on-the-job coaching.
- Participate in ecosystem events, workshops, and thought leadership opportunities.

What You Will Achieve

Within 30 days, you will:

- Develop a strong understanding of TSA's methodology, toolkits, and project portfolio.
- Take ownership of analytical components within ongoing engagements.
- Build initial relationships with internal team members and client-side working groups.

Within 90 days, you will:

- Lead one or more analytical or stakeholder-facing workstreams with increasing independence.
- Produce high-quality deliverables such as financial models, research analyses, and stakeholder summaries.
- Facilitate segments of client meetings and contribute actively to model design and solution-building.

Within 180 days, you will:

- Serve as the primary owner of major analytical components across one or more projects.
- Drive portions of model design, implementation structuring, or outcomes measurement architecture.
- Mature into a trusted thought partner to Project Leaders and Principals.

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 Project Leader and Principal 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:

- 2 to 3 years of experience in programme management, venture building, accelerator management, innovation labs, ecosystem-building, social enterprise operations, or multi-stakeholder implementation roles.
- Experience owning workstreams or work packages in professional services, public sector, or consulting environments.
- A track record of operational execution - managing workplans, delivering milestones, coordinating actors, and keeping complex initiatives moving.
- Exposure to accelerator programmes, cohort-based capacity-building, or venture support is a strong plus.
- Experience across Asia’s social impact ecosystem - or strong interest in regional work - is beneficial.

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.

High-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.