

socialimpactadvisors

Senior Associate/ Associate Role

Social Impact Advisors

July 2021

[Social Impact Advisors](#) empowers ambitious organizations to achieve social and environmental change. We work as coaches, consultants, and facilitators to support these organizations and collectives in developing and acting on strategies for transformational change. We use adaptable, proven processes developed from our work across Canada with more than 200 non-profit and for-profit organizations and institutions across multiple sectors.

Associate

The Associate role at Social Impact Advisors includes client facing responsibilities as well as internal product development, research, and analysis. Depending on the client and the type of project, an Associate (or Senior Associate, depending on experience, knowledge, and skills) may work independently with supervision or work as part of a team.

Competencies

- You are calm under pressure and can perform well in a deadline driven environment across multiple engagements.
- You are motivated by the positive impact you and SIA's clients can make and are naturally curious about new and innovative approaches to impact.
- You naturally take initiative, can anticipate client and company needs, and are well prepared for every meeting and engagement.
- You think strategically, right-sizing your approach to client work, bringing a systems lens and/or programmatic view, as appropriate.
- You are analytical and process oriented, which allows you to facilitate meetings, support research, and guide projects that generate practical and sound decisions and plans.
- You consider justice, equity, diversity, and inclusion to all that you do, and are able to support clients in applying that perspective.
- You utilize measurement and evaluation as tools for gaining greater insights and impact.
- You are a clear and compelling writer and can readily synthesize and reflect ideas in text and graphic form.

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Duties and Responsibilities

- The Associate will work under the supervision of one or more partners to deliver and/or support client engagements and projects according to SIA's established processes and quality standards.
- Senior Associates may be responsible for developing and/or leading new product offerings, with particular emphasis on impact measurement in contexts of complexity.
- To support project leadership and developing recommendations and advice to clients, work will include a wide-range of activities, including: research and analysis, synthesis across a diverse range of sources (research literature, existing data, stakeholder engagement), developing presentation materials and facilitation plans, writing reports and proposals.
- For practice areas with several concurrent projects, the Associate will leverage our learning by developing or refining standard tools, processes, and resources that can be applied to new projects in the practice area or similar practice areas.
- Contribute to business development through engagement with clients and partners to identify and pursue opportunities, develop proposals, and build project plans.

Requirements and Qualifications

- Demonstrated interest in social and environmental impact work and enthusiasm for working toward justice, equity, and sustainability.
- Well-developed communication talent and skills, verbal and written.
- Demonstrated facilitation and idea synthesis talent and skills.
- Experience with impact measurement and evaluation.
- Appreciation for the context in which organizations in the sectors we serve operate, respect for their expertise and accomplishments, and confidence in their potential.
- Graduate degree and/or at least 5 years' relevant experience.

If you are interested in this position, please send your resume and a brief letter describing how your experience and interests align with the requirements for this this position to info@socialimpactadvisors.ca , by July 30, 2021, noting 'Associate Role' in the subject line.